

# BANGOR UNIVERSITY

## Policy Statement

### Contract Research Staff

The University endorsed the Concordat for the Career Management of Contract Research Staff in 2004 and since then has supported in place a number of mechanisms to ensure that good practice prevails.

Contract Research Staff are to have the opportunity on an annual basis for a review discussion with their Research Manager or grant holder for the project on which they are engaged. This review exercise is in line with the guidelines set out in the Professional Development Review Scheme for Academic Staff generally, but it also focuses upon the career opportunities generally and specific high flight rise following the current period of employment.

CRS are typically engaged on fixed term contracts.

Consideration is being given to providing the profession with the opportunity to exercise to planning for the resources and projects for staff and funding, and to researchers when bidding for future grants so as to utilize the developed skills and potential of

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iii **rewards and other terms and conditions of service for contract research staff (for example, rates of pay, provisions for leave and sick leave, pensions, access to facilities)** which are in line with those for established staff thus avoiding the tendency for contract researchers to feel isolated from staff and dis

In the case of non-tenured contract research staff the series element in nor- y provide for non-point ent t spine point which is the third point of Rese rch Grade A or the eq i-ent in post. niversities nd colleges Provision y ho e-er e de for n ppoint ent t higher points inc ding gr de r nges or or their eq i-ent\

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Provision of p id ternity e e nd sic p y to e ers of contr ct rese rch st ff ho f fi the re e nt q ifying conditions of the e p oying instit tion is n o e se of the s ries e e ent of gr nts

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## Wider Issues

to support **career development** the universities colleges and funding bodies need to work closely together

- the funding bodies should continue to work with the universities and colleges in identifying potential researchers and ensuring that career openings exist for

- so e sic infor tion in gr nt fe o ship reports on the tr ining nd de e op ent enefits hich h e fo ed fro indi id gr nts nd fe o ships nd on the destin tion of contr ct rese rch st ff nd fe o s fter gr nt or fe o ship

Concerns o ti pe ent tion y ne poying instit tion or f nding ody sho d