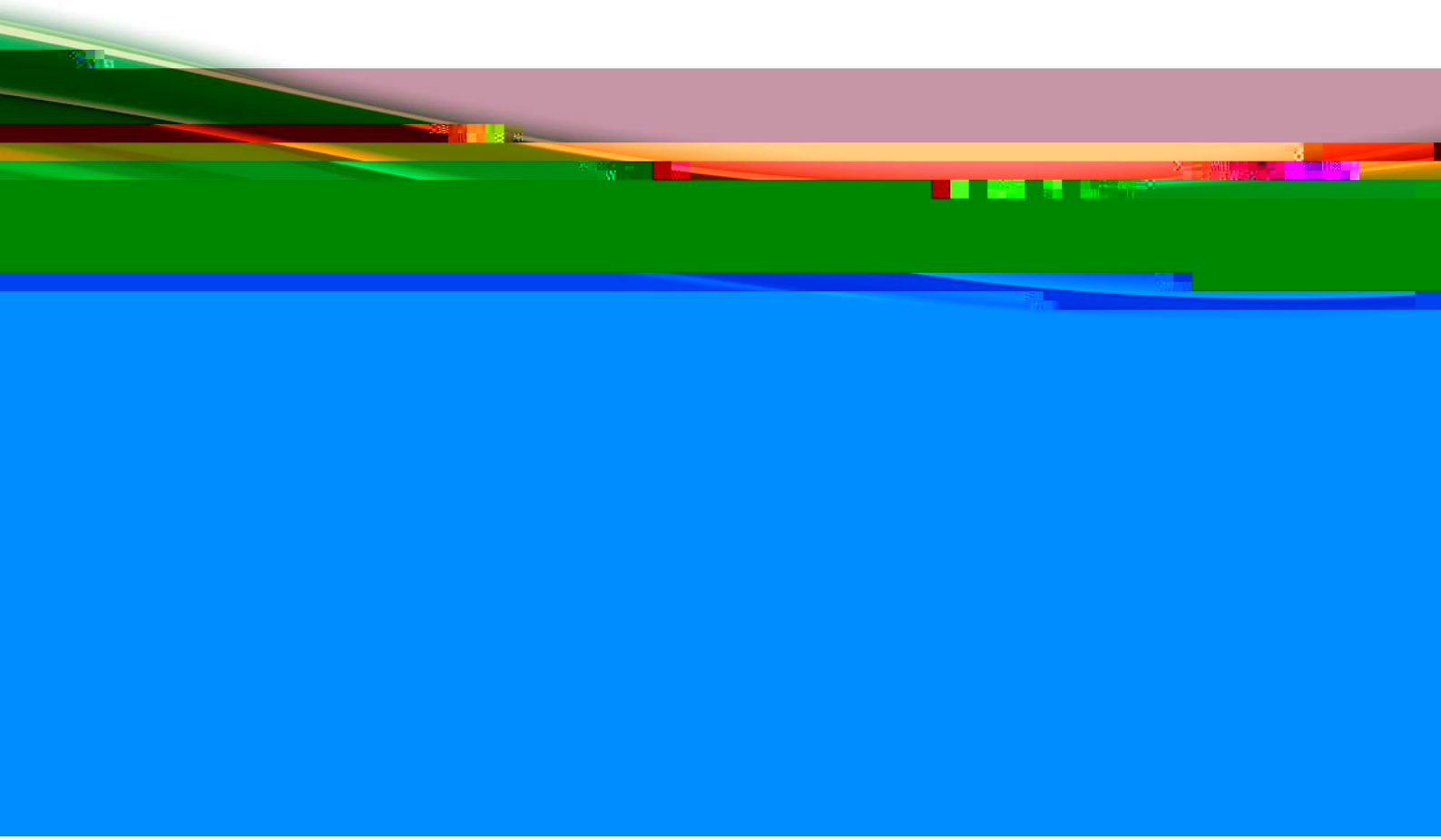

‘Researchers, fixed-term contracts and universities: understanding law in context’
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Acknowledgements

# Foreword

## Managing open-ended and fixed-term employment

## Responses to short-term funding

## Managing and communicating expectations

## Termination of employment: redundancy

## Do open-ended contracts feel more secure?

## Conclusion

# Key messages for stakeholders

## Research staff

- [illegible]
- [illegible]
  - [illegible]
  - [illegible]
- [illegible]
- [illegible]
- [illegible]

## Managers of researchers/principal investigators

- [illegible]
- [illegible]
- [illegible]
- [illegible]

## HR specialists

- [illegible]

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# An introduction to the law on fixed-term employees

## Key messages

- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]

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- [illegible]
- [illegible]
- [illegible]
- [illegible]

## Better managing the status quo

[illegible]

- [illegible]
- [illegible]

# Strategy and approach

## Key messages

- [illegible]
- [illegible]
- 

# Communicating and embedding policy

## Key messages

- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]

[illegible]

## Diversity of contexts and approaches within the university

[illegible]

[illegible]

## Principal investigators and line managers

[illegible]

'Having done a lot of the stuff that's institutional and policy driven, what we really need is good management'.

[illegible]

'They're the line manager, the question is do they see themselves as line manager? Even if they do (and they wouldn't necessarily use those words) how do they practice their management and how does the university support them in doing that?'

[illegible]

'I'm aware there's that [HR] infrastructure there to support to me but I don't on a day to day basis have much to do with it. I get grants, I employ people for three years, I look after them as well I can.'

[illegible]

# Managing open-ended and fixed-term employment

## Key messages

- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]

[illegible]

## Combinations of projects and funding within centres and teams

‘it makes no sense to us’.

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‘It varies from PI to PI, I think it will take time before everyone’s accepting of it, but I think it is taken seriously and people are receptive to it because they realise that, if you’re going to get somebody in from outside, it’s going to take longer, even if someone’s moving from a research group in the department, that’s going to take less time than someone coming in from outside because they’re familiar with the environment, they’re probably familiar with the research you’re doing through seminars and stuff.’

‘We basically have a progress planning meeting every three months in which we review the work they've done and what they're planning to do and part of that would be career development: I mean we have a remit to build capacity in [our] area. We take that very seriously and also take the status which they're at very seriously too so we'll encourage them to go on particular courses...helping to secure jobs and discussing career expectations would be part of those three monthly meetings’.

‘We try to give them clear advice early on, we’re trying not just to approach them three months before their contract ends but even at the very beginning when they're hired let's say...you have to have responsibility for your career and we’re willing to help you.’

## Clarity about career paths and roles

‘I'm sure that if departments had the time or the inclination they could look more creatively about everyone as a whole and moving people around…we still tend to focus on the contract end of that individual. I think they could perhaps be a bit more proactive but that will come. I think it’s gradual.’

‘anything which de-emphasises preparation for jobs outside academia would be a retrograde step’

‘So now it's a conscious decision by the department that they're going to pay half this person’s salary and you have to then meet with them quite carefully to understand whether this is someone you want to keep in the department, do they fit into the long term position?’

‘Every time I switched that kind of contract I had to have a new contract saying that I was a new kind of person and the department tried to move my office, my pigeon hole was meant to be different, I was supposed to have a different email address and all these things were different.’

‘I really don’t know where it's going to go from now on because now the questions are: how does that fit into a career structure? And how does it fit into promotion? So these are all questions that I'm asking as I go along basically so I’m sort of in a brave new world. I don’t know where it’s going.’

‘This idea that the research type are young and have no commitments, I mean, lots of people doing PhDs here aren’t young and do have commitments. I think it's really narrow-minded and blocks the career pathway for lots of people to expect that. I mean, I can just drop everything and go to another country for three months but most people couldn’t practically.’

# Termination of employment: redundancy

## Key Messages

- [illegible]
- [illegible]
- [illegible]
- [illegible]

[illegible] ‘The ending of short-term funding will continue to raise the possibility of termination of these indefinite contracts’

'Where the research can be continued, all other appropriate sources of funding, both internal and external, need to be considered to replace the ending of the specific funding stream. Where this is not available, redeployment or other measures should be considered in order to render the redundancy procedures fair in accordance with the legislation.' ([illegible]

[redacted]

[redacted]

'There are lots and lots of advantages and it is a better job now but the university isn't going to kind of offer you a job at the end, even if you do everything brilliantly.'

[redacted]

'I am myself positive that despite the fact that a lot of researchers sort of say it's all a bit of a con and their position hasn't really improved. I think having seen what has happened over the years that it has improved. I don't think the situation is perfect'.

## Conclusions

[redacted]

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Presidency Conclusions Lisbon European Council 23rd and 24th March 2000

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