

Pharmaceutical Data Science Research Lead: A Joint Appointment with the National Physical Laboratory (NPL) at Senior Lecturer/Reader or at Senior/Principal Research Fellow

Department	Strathclyde Institute of Pharmacy and Biomedical Sciences (www.strath.ac.uk/sipbs/)		
Faculty	Faculty of Science (www.strath.ac.uk/science/)		
Staff Category	Research or Academic	Reference No	101361
Reports To	CMAC Director	Grade:	Grade 9/10*
Salary Range:	Grade 9 (£50,618-£56,950) or Grade 10 (£58,655-£62,219) depending on the profile of the successful candidate	Contract Type:	ongoing
FTE:	1	Closing Date	Friday, 26 January 2018

Job Advert

Background: The Pharmaceutical industry is entering a period of transformation in the development and operation of medicines manufacturing. Drivers for change include Quality by Design (QbD) and the need for improved understanding of material properties; the drive to adopt continuous manufacturing; increased demand to produce medicines that are customised to patients' individual needs and opportunities to exploit digital manufacturing concepts in advanced product and process design. These initiatives are all data-intensive and require a more knowledge-driven approach to designing optimal new products and processes rapidly from minimal materials. The concept of digital design and establishing 'digital twins' of continuous processes will transform the ability of industry to deliver new medicines quickly and cost-effectively to meet patient needs. Moreover users of digitised data must have trust and confidence in the data, starting from sensors and flowing through to the (often automated) decision making. This will require traceability and interoperability to be considered from the design phase through to the manufacture and ultimately to the patient.

The Role: The collaborative vision, between the University of Strathclyde and NPL, is to create a digital Hub capable of rapid prototyping, based on small scale low cost experimentation and easy-to-use mechanistic, machine learning and multi-variate model-based applications to inform the development of innovative processes. This new role will lead the development of data science initiatives, create and exploit new digital technologies that enable the transformation of medicines manufacture through innovative predictive design and advanced manufacturing approaches. This role will also be responsible for growing and leading a team based within the University of Strathclyde, and will have access to NPL' nationally spread capability and infrastructure.

The Partners: The National Physical Laboratory sits at the intersection between scientific discovery and real world application as one of the world's top three National Measurement Institutes. Every employee at NPL is central to achieving our aim of continuing to innovate and deliver scientific excellence. Our mission is to provide the measurement capability that underpins the UK's prosperity and quality of life. NPL is creating a series of regional Hubs across the UK, part of a strategic plan to grow the impact of NPL on the UK economy whilst enhancing the Laboratory's access to UK Science. The NPL Scotland Hub will serve the Scottish region, based at the University of Strathclyde.

CMAC is a large dynamic Centre located across 7 UK universities with the physical hub located at the University of Strathclyde (CMAC; www.cmac.ac.uk). This strategic appointment will work collaboratively with staff in CMAC and NPL to support and grow the fundamental and applied research base supporting pharmaceutical data science and digital manufacturing.

The Candidate: We seek to appoint an experienced researcher (grade 9/10 depending on the profile of the successful candidate) to lead the development of Pharmaceutical Data Science programmes underpinning our Digital Pharmaceutical Manufacturing agenda. Building on the excellent capabilities across NPL and CMAC, the post holder will be responsible for leading new data-driven research activities building on recent major investments in instrumentation and a suite of advanced analytical and characterisation tools and advanced processing platforms within the new CMAC National Facility housed within the University of Strathclyde's Technology and Innovation Centre.

The successful candidate will have a postgraduate degree and excellent academic track record in computer science, statistics, applied mathematics or in a relevant physical or materials science, physics, manufacturing or related domain, with relevant experience in one or more of the following areas:

- (1) data analytics for image registration, visualisation and fusion of multiple data types;
- (2) chemoinformatics / AI / machine learning / deep learning methods for interpretation of particle features and process control optimisation, and relating process history to performance and underlying chemistry;
- (3) software tool development and deployment to support a range of expert and non-expert users.

Note that a previous track record in pharmaceutical sciences is not a prerequisite. An interest in solving pharmaceutical manufacturing or related problems with a strong aptitude for applying data science to deliver research solutions in these areas is required. Good project management skills and experience of managing multiple timelines would be an advantage as would strong oral and written communication skills combined with a creative drive and flexibility to work in a high-paced and evolving operating model.

We invite applications from candidates who can demonstrate an established track record in research or academic positions, including an impressive track record of published research in high quality publications and experience of supporting or leading the attraction of significant research funding and of managing the delivery of a research project team.

The post holder, reporting to the CMAC Director, will benefit from support from an existing senior management team within CMAC and NPL (NiCE-MSI), and will take a key role to develop the research in this area growing this important strategic area. The post holder will benefit from significant experience in leading, developing and executing collaborative research programmes with national/international impact and is also expected to contribute to professional and knowledge exchange activities, and will be able to contribute to teaching both at undergraduate and postgraduate levels. The post holder will also have the ability to work in a multi-disciplinary research environment and contribute to the growth of this important programme theme.

The post holder will have experience in contributing to strategic planning and will be able to work autonomously, plan and prioritise own workload and deal with complex problems presented to them by colleagues. The post holder will have significant experience of project planning and delivery, as well as excellent communication and interpersonal skills, with a proven ability to interact with a range of stakeholders from industry and academia. The post holder will also be required to make a significant contribution to administrative activities including membership/chairing of relevant committees and taking on senior administrative positions.

* The appointment will be made at either Grade 9 (£50,618-£56,950) or Grade 10 (£58,655-£62,219), depending on the profile of the successful candidate.

Job Description

Brief Outline of Job:

We seek to recruit a Pharmaceutical Data Science Research Lead to champion the digitisation of manufacturing research spanning data mining, data standardisation, statistical analysis, predictive modelling and control for flexible, modular continuous processes. This is a key role in developing CMAC's industry demand-led manufacturing research programme with national and international impact in partnership with the National Physical Laboratory (NPL).

This post is an exciting opportunity to join a world leading multidisciplinary team and make a significant contribution to grow a world class data science programme that will impact on advanced measurement in pharmaceutical materials, continuous process design and manufacturing systems digitalisation. The post is based at the University of Strathclyde and, reporting to the CMAC Director, will work closely with colleagues at all levels within both NPL and CMAC to innovate the future digital design and manufacturing ecosystem supporting medicines supply chains of the future. The post represents an excellent opportunity for a highly motivated individual to drive the development of new data science initiatives.

Main Activities/Responsibilities:

1.	To lead and manage large and multi-skilled teams in the development and delivery of research programmes, with national and international impact, disseminating results through regular and sustained publications in high impact journals, books and conference proceedings.
2.	Lead as Principal or Co-Investigator, the development and submission of proposals to appropriate external bodies (EPSRC, EU/Horizon20/20, Innovate UK) for research funding of substantial value, manage grants awarded, and (at Grade 10) guide other staff members establishing their own leadership in this area.
3.	As the strategic pharmaceutical data science research lead (Grade 10) / manage research teams as project leader (Grade 9), provide academic leadership, support and guidance to colleagues and co-ordinate the input of others in establishing future research strategy aligned with the University and NPL Scotland objectives.
4.	Generate new research approaches with significant impact and identify, adapt, devise and use appropriate research methodologies and techniques related to Pharmaceutical Data Science and Digital Manufacturing. At Grade 10 there will be an expectation of international leading research.
5.	Lead and develop networks (including leading international networks at Grade 10 (active internationally at Grade 9)) of researchers and leading thinkers in the field to foster research collaborations, to identify and deliver common research objectives and to generate income and to influence public policy and the professions.
6.	Lead the development of research impact strategies by establishing research links with industry and working collaboratively with the University of Strathclyde/NPL Scotland Knowledge Exchange Centre.
7.	Promote the development of pharmaceutical data science and digital manufacturing across the University and wider community through collaboration with research and academic community.
8.	PhD student supervision, teaching particularly at postgraduate and CPD levels, playing a lead role in ensuring that research advances inform departmental teaching efforts.
9.	Carry out senior administrative and management functions, for example by undertaking management roles and/or convening and participating in relevant committees (including at Grade 10 at University/NPL-wide level), related to Digital Pharmaceutical Manufacturing.
10.	Play a leading role in the strategic development of the University and NPL through, for example, developing new research strategies and/or groups and by anticipating and planning for new directions for themselves and research teams.
11.	Engage in continuous professional development.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Postgraduate degree in computer science, statistics, applied mathematics or in a relevant physical or materials science, physics, manufacturing or related domain (or equivalent professional experience in an appropriate discipline)

D1 Membership of relevant Chartered/professional bodies

Experience

E2 Extensive knowledge and appropriate experience in analytical science, chemical and physical analytical methods for pharmaceutical materials, data science, informatics or other relevant areas.

E3 Depending on appointment level: an established, sustained or outstanding track record in research or academic positions, including an impressive track record of published research in high quality publications.

E4 Experience of leading the attraction of significant research funding. (Grade 9/10)

E5 Experience in leading and development of research programmes (with a national/international impact – Grade 9/10).

E6 Teaching or training experience at undergraduate and postgraduate levels, including student assessment activities.

- E7 Growing national (Grade 9) / international (Grade 10) reputation for leading significant research projects coupled with experience of project planning and delivery.
- E8 Research and knowledge exchange interests consistent with the strategic direction of the University and NPL Scotland, focused on Digital Pharmaceutical Manufacturing.
- E9 Substantial experience of managing large research programmes and research teams and large multi-disciplinary projects, with ability to build a nationally/internationally leading research group.
- E10 Track record of multi/inter-disciplinary research collaborations and developing external partnerships.
- E11 Track record in knowledge exchange related activities.

Job Related Skills and Achievements

- E12 An interest in solving pharmaceutical manufacturing or related problems with a strong aptitude for applying data science to deliver research solutions in these areas.
- E13 Excellent interpersonal and communication skills combined with a creative drive and flexibility to work in a high-paced and evolving operating model.
- E14 Ability to interact with a range of stakeholders from industry and academia.
- E15 Good project management skills and experience of managing multiple timelines.
- E16 Ability to play a senior role within a team environment and motivate and manage staff, with experience of leading teams of less experienced staff and students.
- E17 Ability to manage relationships, work with partners within or outside the University to promote the University and NPL Scotland's interests.
- E18 Experience in leading a research/knowledge exchange area including development of new research strategies.

Personal Attributes

- E19 Contribute to strategic planning and be able to work autonomously, plan and prioritise own workload with minimal inputs from higher management.
- E20 Ability to deal with complex problems presented to them by colleagues, and to present complex information in an accessible way to a range of audiences.
- E21 Ability to work in a multi-disciplinary environment and have established links with industry, government and/or relevant Chartered/professional bodies.
- E22 Ability to influence senior colleagues to implement change.

Other Relevant Factors

- D2 A previous track record in pharmaceutical sciences (this is not a prerequisite).
- E23 Required to make a significant contribution to administrative activities including membership/chairing of relevant committees and taking on senior administrative positions.

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job as well as a Research Plan outlining your research strategy for the next 5 years. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Professor Alastair Florence, CMAC Director (alastair.florence@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Research and Academic staff category can be found at: [Conditions of Employment](#).

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Formal interviews for this post will be held on Thursday, 15 February 2018.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.



Conditions of Employment

Non-Professorial Academic Staff

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and Colleges Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Academic Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff. The probation period for posts in this staff category is 12 months. Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The duties are: research, teaching, knowledge exchange and administrative activities organised by agreement with the Head of Department/School/equivalent to produce a reasonable balance of commitment between these duties. The University Court recognises that Academic Staff carry out these duties in a wide variety of ways, but expects student contact to take place on the campuses during normal working hours on week days. There are exceptions to this pattern which may involve student contact at other locations or in the evenings, or at the weekends, but these arrangements will be made with the agreement of the member of staff concerned and may involve additional payment.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr

6. PENSIONS

New members of staff, aged under 75, will be admitted automatically to membership of the Universities Superannuation Scheme (USS) on taking up appointment. If you are already in receipt of a USS pension you will join USS in accordance with pension auto-enrolment regulations. USS requires a contribution from the member, currently 8 per cent of pensionable salary. A contribution, currently 18 per cent of pensionable salary, is paid by the University. From 1 April 2016 all members are part of the career revalued benefits scheme called the USS Retirement Income Builder. From 1 October 2016 a threshold, initially of £55,000 a year, will apply to the maximum salary that counts towards the USS Retirement Income Builder. From the same date a new defined contribution section of the scheme called USS Investment Builder will open and any contributions above the threshold will be invested in this section. The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your retirement date.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

7. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr

8. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/hr or on request from Human Resources.

9. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months' notice, in writing, on either side; termination dates are normally 31 March, 30 June, 30 September and 31 December. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Staff whose appointment has so terminated shall not normally be regarded as having been dismissed or removed from office in circumstances to which the terms of Ordinance 4.3 shall apply. Fixed term contracts may be terminated by either party short of the expiry date by the serving of three months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised April 2016

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Conditions of Employment

Research Staff

1. GENERAL CONDITIONS

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The University Court recognises Strathclyde Universities and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

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2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly

after the 12 month anniversary. This allows 1 progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The University Court recognises that research staff carry out these duties in a variety of ways appropriate to the nature of the research activity, but expects regular contact to take place between the research staff employee and the supervisor/granholder (where these positions are occupied by different individuals) during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangement will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

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To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of that period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by one months notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by three months' notice on either side, except during the probationary period when the notice period is one month.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice.

Revised April 2016