

## **Terms and Conditions of the Experimental Psychology Society Postdoctoral Fellowship**

The Society will confer on the successful applicant the title of Experimental Psychology Society Postdoctoral Fellow (EPS PDF).

**Content of research project:** The award of an EPS PDF is made to support the research project described in the application. The Society does not expect the content of the research project to vary significantly from that applied for. Any request for changes to the content of the project should be agreed in advance with the Experimental Psychology Society.

**Starting date and period of award:** The EPS Postdoctoral Fellowship must begin between 1 September 2022 and 1 January 2023. A later start date will only be permitted under exceptional circumstances and in agreement with the EPS. The Fellowship cannot start before formal submission of the candidate's PhD thesis. Delays in thesis submission will not normally be considered as a reason for delaying the Fellowship start date. The award is for 12 months, FTE. Requests may be made to hold an award part-time for the equivalent length of award, up to and including a maximum of 24 months.

**Commitment to research project, interruption of project, and part-time working:** Award-holders will be required to give an undertaking that they will devote themselves exclusively to the research project for which they have been given the award, with responsibility for teaching and other commitments limited to the agreed levels approved by the Society. Requests to work on the project at less than full-time may be agreed where there are good reasons for this, for example on grounds of family commitments. However, the EPS would generally expect a commitment of at least 50% FTE.

Requests for the interruption of an award for parental leave will be received sympathetically by the Society and may expect to be agreed as a matter of course, in accordance with the general principles of the treatment of fixed-term contract staff in the host institution. In such cases, the Society will consider requests to extend the award so that the holder has the full-time equivalent of 12 months devoted to the project. Requests for a change to part-time working will be considered as appropriate.

Requests to hold the EPS Postdoctoral Fellowship part-time at the same time as another award will not be considered by the Society. An EPS PDF cannot be combined with any other award or role providing significant salary or emoluments.

**Transfer to another institution:** The award of a Postdoctoral Fellowship is made in relation to the applicant's personal research merit and is not an award to the host institution to fill a gap in its research profile. Due to the relatively short time frame of the award, requests to transfer to a different host institution (either prior to or during the fellowship), will only be considered in exceptional circumstances, such as the transfer of the proposed adviser to a new institution or the closure of the proposed host department or institute. Requests for transfer will be considered on a case-by-case basis by the Society. Institutions should be aware that no supplementation of the agreed award will be possible.

**Employment contract:** The EPS Postdoctoral Fellow will become an employee of the host institution, subject to their normal terms and conditions of employment. The salary will be expected to be commensurate with the early career stage of the applicant, normally equivalent to posts with similar duties and levels of responsibility, as calculated with reference to the host institution's local pay framework. The award also covers the employers' contributions to National Insurance and superannuation. Limited research expenses will also be payable on the understanding that these are directly incurred in the course of the Fellow's research project.

**Teaching commitments:** The EPS postdoctoral fellowship is a research award, and the employing institution may expect to benefit from the research profile that an EPS PDF will develop during the award. As such, it is not the Society's expectation that EPS PDFs will engage in any substantial teaching during the course of the award, beyond any minimum required by the host institution for employees on postdoctoral contracts. The Society will arbitrate in any disputes over teaching expectations, but expects, when possible, that such matters will be agreed internally between the PDF and the employing institution.

**Institutional Approval:** In providing a Head of Department supporting statement, and in accepting an award, the institution commits itself to:

- a) Offer a contract of full-time employment to the award-holder as an Experimental Psychology Society Postdoctoral Fellow for a period of 12 months, or part-time equivalent where specifically agreed;
- b) Make arrangements for the payment of the EPS Postdoctoral Fellow through their normal payroll system, reclaiming the agreed costs from the Experimental Psychology Society;
- c) Provide the EPS Postdoctoral Fellow with i) space provision suitable for the research project, ii) access to libraries and collections, iii) equipment and facilities required for the research project, iv) appropriate academic support, including a research adviser, v) access to normal social facilities;
- d) Generally treat the award-holder as a full member of the institution's academic staff.

**Reporting:** The applicant agrees to submit a final report within two months of the end of the Fellowship, using the form provided on the Society's website. Final payment of the Society's financial contribution may be delayed or withheld in the case of serious scientific deficiency, or financial irregularity apparent from the final report.