

# AINSE Research Fellowship - 2012

## Conditions and Procedures

The AINSE Research Fellowship is offered in competition with the most prestigious Fellowships currently available in Australia and carries a highly attractive salary and benefits component. There may be an opportunity of progressing to a continuing academic position within the attached university at some time after commencing the Fellowship.

The objectives of the scheme are to:

- maintain a substantial research presence at both ANSTO and the University in the area of nuclear science and engineering and in related fields;
- substantially enhance the University's and ANSTO's research performance in the fields of nuclear science and engineering and in related fields;
- increase the pool of research higher degree supervisors; and
- acquire highly talented staff with excellent potential for providing future academic leadership at member universities.

The AINSE Fellow will receive competitive remuneration and a contribution towards the cost of the Fellow's research project. The AINSE Fellow will be expected to:

- progressively gain national competitive grant funding to support her/his own research;
- undertake supervision of honours and postgraduate research students associated with their research project; and
- give high priority to the publication of results in journals and other scholarly media of international standing appropriate to the research discipline.

### 1 Appointment

The AINSE Research Fellow will be **appointed** as a staff member within the Department or Institute/Centre most relevant to the Fellow's proposed research at the member university. He/she will be expected to take a full part in the life of the 'department'. The Fellow will be expected to undertake up to 60 hours per year of teaching during the initial 3-year appointment. The AINSE Fellow will be provided with office space at ANSTO with computer facilities and other support at the same level as provided to ANSTO employees.

### 2 Review and Continuation

The AINSE Research Fellow will be expected to report to AINSE Council towards the end of each calendar year on the research outcomes for that year, see item 7.

On satisfactory completion of the initial 3-year Research Fellowship period, the AINSE Fellow may be offered, subject to a University based performance appraisal, a further 2-year Research/Teaching Fellowship as part of the University's aim to retain high calibre scholars. Progression to a Research/Teaching Fellowship will be determined using established University selection procedures with input from ANSTO.

Continuation of the AINSE Fellowship after the initial 3-year period will be conditional upon a satisfactory performance review, which will include appraisal of a substantial professional portfolio describing research and teaching achievements. The portfolio will include details of competitive grant success, project progress reports, publications and teaching achievements.

On satisfactory completion of the fourth and fifth year of the Research/Teaching Fellowship, it is anticipated that the appointee may be offered a continuing position (at Senior Lecturer level C) within the sponsoring Faculty. Progression to a continuing position will be determined using standard promotion selection procedures for the appointment of academic staff. There is no requirement to advertise this position either internally or externally.

Research oriented teaching excellence, as well as research performance, will be taken into account in considering applications for Research/Teaching Fellowships and for continuing positions.

The Head and/or Director will liaise with the Dean of Faculty to ensure that appropriate facilities are available and that the University's support has been obtained. Deans reserve the right to support only those applications that would strengthen strategic research capability in their Faculty. The University's acceptance must be part of the application. The contact should lead to a formal endorsement of the application and its conditions by the University.

Fellows will also be expected to pursue research that is relevant to ANSTO's programs or makes major use of ANSTO's facilities. Information on current research and facilities at ANSTO can be found at: <http://www.ansto.gov.au/>

### **3 Remuneration and allowances**

The AINSE Fellow will be remunerated initially within the Academic Lecturer level B salary scale with the appointment for the first year being made normally at the first point of the scale with single increments then being awarded subject to satisfactory performance. The AINSE Fellow will receive superannuation according to the provisions of the University.

The performance review will be co-ordinated by AINSE and performed by the University in conjunction with AINSE and ANSTO.

Research support of up to \$40,000 will be provided in the first year and support of up to \$40,000, \$20,000, \$20,000 and \$15,000 will be provided in years 2, 3, 4 and 5 respectively. It is expected that the AINSE Fellow's research will move progressively towards self-funding during the initial 3-year appointment period through success in externally funded grant applications.

Other allowances include:

- a travel and accommodation budget for attachment to ANSTO \$5,000 pa;
- a travel and accommodation budget for visiting universities in Australasia \$2,000 pa;
- a conference attendance budget \$2,000 pa;
- a materials and laboratory necessities \$5,000 pa;
- a relocation expenses up to \$5,000 for the Fellow and his/her dependent(s).

AINSE may terminate an Award at any time if it is not satisfied with the progress or conduct of a Fellow, or for any other reason. Tenure will terminate in any case on the date on which the Fellow accepts a full time position at the university, or the date on which the Fellow resigns from the university.

### **4 Payments**

The University will invoice AINSE once a year with effect from the commencement date to the 31 December of that year and then once a year from 1 January to 31 December thereafter. Should the Fellow relinquish the Award for any reason or the University cease to be a member of AINSE, the University will be required to refund the unexpended funds on a pro-rata basis. The university should bill AINSE for the following components:

- Relocation expenses up to \$5000 on the first invoice only
- Salary and on-costs as agreed between the university and the Fellow
- Research support as specified in the schedule above
- conference attendance budget \$2000 pa
- materials and laboratory necessities \$5000 pa

AINSE will book and pay for travel and accommodation expenses within the budget provided above unless other arrangements are specifically requested.

## **5 Administrative Arrangements**

- i AINSE Fellows are to make arrangements to use facilities and services at ANSTO directly with the ANSTO contacts. These should be made well in advance to avoid the possibility of time not being available to provide the required access to facilities or services within the period of the Award. A booking for accommodation should also be made at this time through AINSE [ainse@ansto.gov.au](mailto:ainse@ansto.gov.au).
- ii When arrangements for the visit have been finalised, Fellow must confirm accommodation bookings with AINSE. This must be done at least two weeks in advance preferably by telephone +612 9717 3376 or facsimile +612 9717 9268 or e-mail [ainse@ansto.gov.au](mailto:ainse@ansto.gov.au) giving the dates and times of arrival and departure.
- iv ANSTO co-supervisors will be responsible for visiting Fellows whilst they are at Lucas Heights. Fellows visiting LHSTC must arrange (through their universities) their own insurance against injury to themselves or third parties (personal and property).
- v AINSE will book and pay for the Lucas Heights Motel directly on behalf of the Fellow in respect of basic accommodation costs (bed, breakfast and evening meal). Any extras, such as telephone calls and drinks, etc, must be settled by the Fellow on departure.
- vi The travel and accommodation expenses that AINSE will approve are limited to those involved in visits to ANSTO facilities; visits to other Australian Universities, where a travel plan has been accepted; and conferences where a paper has been accepted for presentation.

## **6 Variations on Award for Travel and Accommodation**

Wherever possible, the Fellow's research program should be planned to include at least two visits to Lucas Heights totalling at least four weeks in each calendar year. Should special requirements of the research project make this impractical, the Fellow should write to the Executive Secretary, AINSE, as soon as possible after notification of the Award, giving details of the proposed program so that the travel and accommodation Award can be varied accordingly. Subject to the availability of funds, AINSE will contribute towards the costs involved in varying the travel and accommodation award to the extent that the Scientific Secretary, in consultation with the Fellowship Committee, considers reasonable in the particular circumstances.

## **7 Reports**

A report on the progress of the project, signed by the Fellow's university supervisor must be submitted to AINSE one month prior to the date of the annual review, which will usually be early November.

The University will be required to provide a statement of expenditure for the funds provided at the end of each calendar year.

## **8 Publications**

It is expected that appropriate acknowledgment of AINSE and ANSTO will be made by the Fellow when any material embodying the results of work undertaken during tenure of the Fellowship is submitted for publication. It is expected that copies of any such publications will be presented to AINSE.

## **9 Intellectual Property Rights**

As a general rule, intellectual property rights in the results of an AINSE Research Fellowship shall be in accordance with the normal conditions applying at the university. Where it is anticipated that intellectual property rights of commercial value will be generated by a project which may involve ANSTO input Fellows are advised to consult their legal representatives. Intellectual property rights which exist, or may exist, in any AINSE Research Fellowship must be identified and steps taken to ensure that whatever protection is required is put into place before disclosure of the subject matter is made to any outside parties.