

IDCORE Studentship Agreement Frequently Asked Questions

The agreement is based upon the principal that IDCORE Researchers are treated as employees of the sponsoring company for the 3 year duration of the project. As such it is envisaged that the IDCORE Researcher is treated as a staff member and therefore:

- works the same number of hours as employees,
- follows the Sponsor's annual leave policy,
- is subject to the same health and safety requirements and training as employees, and
- is covered by the Sponsor's insurance while working for the Sponsor.

There are certain exceptions, because the Researcher is not paid by the company:

- Researchers are not entitled to maternity and paternity from the company instead maternity and paternity leave entitlements are laid out by the EPSRC's terms and conditions, and
- Researchers are not entitled to pension contributions from the company.

General comments

- The Administering University is Edinburgh University and they co-ordinate all the administration and invoicing of the Studentship.
- The commencement dates are slightly Covid dependent and will either be the beginning of May or June. The end date should be 31st August 2023 providing three years for the project to be undertaken. The dates in the contract will be clarified in the agreement before signature.
- The Researcher is required to attend three two week blocks of teaching during the first two years of the project to complete the academic element of the IDCORE Programme and the Sponsor shall allow the Researcher to attend.
- The Lead University will be the University where the Lead Supervisor for the Project is based, and the Researcher will graduate from that University.
- Although the Researcher is to be treated as an employee it is expected that their focus is the research project they are working on for the Sponsor and that they will undertake no more than 6 hours a week on non-project related work.
- As the Researchers often move to take up their placements, the Researchers address may change between the initial draft being discussed and the studentship being signed. This is fine and not a legal issue, provided the new address is noted as the Researcher's notice address in correspondence, but something lots of people ask about.
- Although the basis of the IDCORE is that the Sponsor will own any Intellectual Property (IP) that is generated out of the project, it is envisaged that the Researcher should receive an equitable commercial exploitation levy for any IP that arises from their work.
- As the Researcher will be based / located with, and managed by the Sponsor, it is expected that the Researcher is covered by the company's insurance.
- The academic output for the project is a thesis, which will be submitted to the University and published in line with standard academic practice. We recognise that the thesis could contain commercially sensitive information, and there are mechanisms in place such as holding the thesis on restricted access for an agreed period which is designed to give the Sponsor time to protect any such information prior to the thesis being made available.