

9. Notice periods

In situations other than 8 above, the appointment may be terminated at any time by notice in writing on either side, or on the part of the University by payment in lieu of notice. The length of such notice is three months or the remainder of the project, whichever is less but subject to the statutory minimum periods of notice

10. Pension

You are entitled to participate in the Universities' Superannuation Scheme, details of which are available from Human Resources (Personnel). Please then contact Human Resources (Payroll) if you wish to join the Scheme.

11. Maternity/Paternity/Adoption entitlements

You will be entitled to the appropriate University or statutory maternity, paternity and adoption pay and leave provisions provided you meet the eligibility criteria. Further details are available at <http://www.sussex.ac.uk/humanresources/personnel/familyfriendlypolicies>.

12. Other absences

If you are unable to attend work due to unavoidable circumstances you must notify the Principal Investigator or his/her nominee in advance and as soon as possible. With the exception of sickness, payment will only be due for hours actually worked.

In cases of sickness, you will be eligible for Statutory Sick Pay provided you meet the eligibility criteria. Further details are available from Human Resources (Payroll).

Absence due to sickness must be reported to the Principal Investigator or his/her nominee in accordance with the University's sickness policy.

13. Grievance and discipline

The University's grievance, disciplinary and capability procedures will apply to this appointment and further details are available from Human Resources (Personnel). If you have a grievance relating to your employment, in the first instance you should apply in writing to the Principal Investigator or his/her nominee for the purpose of seeking redress. If your grievance concerns the Principal Investigator then you should write to the Head of School.

14. Induction, staff development and appraisal

You will be required to participate in a School Induction programme. This is normally covered during your first day of employment. An induction at departmental/research group level will also be conducted by the Principal Investigator or his/her nominee. Work related induction and training will be carried out by the Principal Investigator or his/her nominee. Associate Researchers who make a significant contribution to the research work of the School will be included in the School's staff development plans, and, if appropriate, in the appraisal process.

15. Source of other terms and conditions

Your terms and conditions are also prescribed by collective agreements made between the University and its recognised trade unions. You are also expected to abide by University policies