

Independent Climate Change E-mails Review

Notes of Interview with Cecile Piper, Director of Human Resources

Interviewers: Sir Muir Russell & David Eyton

Interview carried out at UEA on 26 March 2010.

Background

1. Sir Muir Russell and David Eyton briefly summarized the purpose of the Review. The terms of reference required the Review to consider among other things management and governance structures. This sequence of interviews was aimed at exploring the framework for the management of research within the University: what staff take on; what the university expects them to deliver, subject to what requirements on quality, standards, processes and procedures; what are the associated financial disciplines; and how all this is communicated to staff.

Terms of Appointment

2. Cecile Piper tabled the statement of terms and conditions of appointment of academic, teaching and research staff [Supporting Doc 18], along with the terms of the standard offer letter [Supporting Doc 19]. These cross refer to the requirements of a wide range of university policies. She explained that there is an Induction process that includes coverage of what the requirements are and includes the allocation of a “mentor”, to act as an advisory colleague to a new member of staff. There is a standard annual training programme for both supervisors and new recruits. On appointment further particulars are given if necessary relevant to the specific job. She said that ensuring compliance with the requirements under the terms and conditions was the responsibility of Heads of School, who would refer matters to HR as necessary.
3. She tabled the standard application form that seeks details of any prior misconduct in research [Supporting Doc 20]. In response to questions she said that she had not seen breaches of research good practice feature as a cause of disciplinary action over the past 10 years and that she was aware of no disciplinary issues having arisen in relation to CRU.

Whistleblowing

4. Cecile Piper tabled the procedure for staff to raise concerns about malpractice, which includes unethical practice [Supporting Doc 7]. The route for handling these matters was in general the Registrar and Secretary, with whom we subsequently discussed this.

Muir Russell

27 April 2010