

## Austin, Hannah

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**From:** HOD.Psychology Resource  
**Sent:** 28 March 2024 09:58  
**To:** Psych-all-users  
**Subject:** Weekly Bulletin - 28/03/24  
**Attachments:** Your March Newsletter

Department of Psychology – Weekly Bulletin: 28/03/24

Please send any information to [hod.psychology@warwick.ac.uk](mailto:hod.psychology@warwick.ac.uk) you wish to share.

We hope you have a lovely Easter break! There will be no bulletin next week.



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No in the spotlight this week.

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### **SEMI Talent Forum (Wednesday 1 May, Swansea University)**

SEMI Talent Forum is an event that provides a platform for UG and PG students to engage with industry leaders, gain insights into the latest advancements in the semiconductor and electronics manufacturing industry, and connect with professionals who are shaping the future of technology. Any student with a passion for technology and sustainability, with a background in science, mathematics, chemistry, physics, electrical, environmental or computer engineering, but also in business administration, human resources and communications. For more information, please see the [conference website](#). Should you have any questions or require further information, please do not hesitate to reach out to the SEMI organisers directly at [uevents@semi.org](mailto:uevents@semi.org).

### **Research Finance Update: Guidance on Unitemps Staff for Research Projects and Treatment of Overheads**

From Research Finance (this has been circulated by email, to Research Finance contacts): we have noticed a growing number of queries regarding the engagement of staff on research projects through Unitemps, along with concerns about eligibility and cost categorisation on UKRI and IUK projects. In response to these queries and considering the recent update from UKRI, we have compiled the following guidance for your reference:

1. Engaging staff through Unitemps:

1. Employing staff through a temping agency such as Unitemps is acceptable in specific circumstances, for example where appointment is short-term, ad hoc, or exceptional cases, and where university recruitment processes may not be suitable. For instance, if a researcher departs 4 months before the end of the project, hiring a replacement through the usual university channels might be impractical, making Unitemps a viable alternative.
2. Hiring research staff on a temporary contract for an extended period goes against the principles outlined in the Concordat to Support the Career Development of Researchers (2019), a commitment expected from the university when accepting UKRI funding.
3. Departments must also be aware and adhere to the University policy on Employment of Temporary Staff/Casual Workers (please see [Financial Procedure 17.1.5](#)).

1. Updated guidance from UKRI regarding Unitemps costs:

1. Previous advice about charging overheads when Unitemps staff backfill research roles has changed based on UKRI's recent clarification.
2. Staff employed through Unitemps are considered DI Other Costs, and the Research Organisation's indirect rates no longer apply to them.
3. Consequently, costs associated with Unitemps staff do not attract Indirect or Estates and must be categorised as DI Other Costs, even in the case of backfilling a research post. If the temp is back filling a post for less than 6 months, the department might be able to claim 100% of the overhead budget.

1. *Proportionate reduction to overheads:*

1. A reduction to the value of overheads must be made if:
  1. A post that typically attracts overheads is left unfilled.
  2. A staff member incurring these costs departs more than 6 months before the end of their funded post and is either not replaced or replaced by a category e.g. a technician or a Unitemp.
  3. This condition applies to cumulative absences of more than 6 months throughout the post's entire duration, covering scenarios such as early departures, employment gaps, delayed start dates, or a combination.

If you have any questions or need further clarification, please reach out to your designated Research Finance Manager or [RFCompliance@warwick.ac.uk](mailto:RFCompliance@warwick.ac.uk).

### **Expressions of Interest: University Appointed Governor on SWFT Council of Governors**

Expressions of interest are sought from staff members who would like to represent the University of Warwick as Appointed Governor on the Council of Governors for South Warwickshire University NHS Foundation Trust (SWFT). For more information about the role, please visit [this website](#). The closing date for completed Expressions of Interest is midday on Wednesday 10 April 2024.

### **RTP Job Role: Project Manager**

The RTPs have a FA7 Project Manager post open internally on an EPSRC grant led by Warwick and focusing on the [UK Technology Specialist Network: Research Technical Professional Opportunities, Knowledge & Skills \(TSN ROKS\)](#). It is a 3-year full-time post and could be offered as a secondment. Please share [this link](#) with anyone who may be interested. Thank you.

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### **Free training: develop the skill of Active Listening – For Professional Services Staff**

Of all the things you can do to improve your workplace communication skills, becoming a better listener is one of the most important. Even better than that is becoming an active listener, and you can learn how to do that thanks to the Professional Services Excellence Network.

Active listening is defined by the [Harvard Business Review](#) as “when you not only hear what someone is saying, but also attune to their thoughts and feelings. It turns a conversation into an active, non-competitive, two-way interaction.”

As part of the ongoing offering from the Professional Services Excellence Network, free active listening training will be on offer for professional services staff.

The interactive workshop sessions are for groups of up to 20 people, and will help you to not only develop a new skill but also build a culture of respect at work. Specifically, by attending the training you will:

- Enhance your work relationships,
- Build trust and rapport with colleagues, and
- Avoid misunderstandings in the workplace.

The first two sessions will run in **CMR 1.0 in University House** from **10.45am-12.15pm on Monday 15 April**, and **10.45am-12.15pm on Monday 20 May**. More sessions will be organised later in the year.

The training is being run by Denver Thorpe-Cusden, Staff Wellbeing Co-ordinator in our Wellbeing Support Services team. After spending 15 as a teacher Denver re-trained in Psychology and Counselling. She spent 15 years as a Clinical Manager and Mental Health Trainer at AXA Ltd and a further 5 years at Coventry and Warwickshire Mind leading the training team. She has also lectured in Counselling and Psychotherapy and has a private counselling practice.

Places for the active listening training are limited and can be [booked online](#). You will also be able to sign up for a waiting list if you can't make these sessions or if they are already full by the time you access the form.

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## Warwick Education Conference

Registration now open! Don't miss out - book your place by [clicking this link](#).

### Conference theme - Reimagining assessment

Thursday 2nd May 2024

*Assessment plays a vital role in higher education and is an integral element of the learning process. Recent seismic shifts in the assessment landscape mean that there has never been a more pertinent time to question its purpose as well as its place in responding to educational and societal priorities.*

In 2007, a challenge was set to [reframe assessment as if learning was important](#)[Link opens in a new window](#). Over 15 years later, the argument that we need to 'rethink what is being done in assessment in higher education' is more important than ever. Questions about what assessment exists to do, who and what it serves, what type(s) of learning it promotes, remain fundamental for educational communities to address. Alongside these is the most important question of how assessment can work to enable and empower all students to achieve to the best of their abilities. The Warwick Education Conference 2023/24 provides an opportunity for us as a community (students and staff) to add our voices and experiences to conversations occurring across the sector more widely (see Resources below). Questions we might want to explore as we come together to collectively reimagine assessment include:

- How might assessment promote equity and social justice in higher education?
  - How can assessment for learning and as learning be emphasised within the curriculum?
  - What is the place of assessment in the world of AI? How might generative AI be used to change assessment for the better?
  - How might assessment be a vehicle for promoting sustainable development?
  - How might the values of academic integrity be designed into assessment?
  - How can creative and innovative assessment respond to current needs and priorities?
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## OSCA Nominations

Do you know a student who not only excels academically, but also finds the time to campaign for good causes, fundraise, start a small business or work with local charities? See the criteria for the 2023 OSCAs (Outstanding Student Contribution Awards) and [nominate them now](#).

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## Decolonising our Warwick Experience

The 'Decolonising Our Warwick Experience' Conference will connect people across the university who are passionate about decolonial practice, anti-racist pedagogy, and student activism.

In collaboration with The Library, The Anti-Racist Pedagogy Learning Circle, The Students' Union and the Inclusive Education Team, we welcome all staff and students to join us as we showcase some of the exciting work of practitioners across Warwick and collaborate to inspire action. The conference will provide a forum for critical discussions, workshops, and presentations that will challenge and inspire us to advance anti-racist practice in our communities. More details about the programme will be shared mid-April.

If you are interested to attend, please book your place [here](#).

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If you see or have an accident, or feel unwell summon a First Aider (in the Humanities Building):

The departmental First Aiders are:

Hannah Austin - H1.41, call x73910 (or 024 765 73910 from a mobile phone)

Catherine Johnstone - H2.53 call x23745 or (024 765 23745 from a mobile phone)

Professor Thomas Hills - H0.26, call x23182 (or 024 765 23183 from a mobile phone)

Dr Pete Trimmer - H0.29, call x50909 (or 024 761 50909 from a mobile phone)

If it is not possible to contact one of the first aiders, please contact Community Safety on ext: 22222 (024 765 22222).

### Automated External Defibrillators (AEDs)

location [https://warwick.ac.uk/services/healthsafetywellbeing/guidance/first\\_aid/defibrilators/](https://warwick.ac.uk/services/healthsafetywellbeing/guidance/first_aid/defibrilators/).

### Procedure for reporting Accidents

(a) Report incident to [Linda Wilson](#) or, in her absence, your line manager / supervisor / tutor.

(b) Complete the online [Accident / Incident / Near Miss Report Form](#)

[UOW\\_Portal\\_b61470bf-91f9-4f38-a1c9-8b2cce40b052 \(sheassure.net\)](#)

When working on campus outside normal hours it is recommended that you keep a mobile phone with you at all times and have the Community Safety number saved as a contact on it. The Community Safety number is 024 7652 2083 (or 22083 from internal phone).

Kind Regards,  
Hannah.

### Hannah Austin (She/Her)

PA to Derrick Watson, Head of Psychology, University of Warwick

Please note my working hours are 8:30am till 4:30pm Monday to Thursday and 9:00am till 4:00pm on Friday.

Room H1.41, Humanities Building | Coventry | CV4 7AL

[www.warwick.ac.uk/](http://www.warwick.ac.uk/) or chat with me on Teams!

[Hannah.o.austin@warwick.ac.uk](mailto:Hannah.o.austin@warwick.ac.uk)



Department of Psychology

