

## **ISN Policy on Career Interruptions**

**Purpose of this policy:** ISN offers a number of different funding schemes. We recognize that the life of a researcher is not linear and that interruptions to career progression may occur from time to time and for different reasons. As some of our funding schemes are time- or career-stage restricted, this policy is designed to define a fair allowance for those whose career trajectory has been significantly impacted by a career interruption.

### **What is ISN's definition of a career interruption?**

A career interruption is a personal event outside of usual events that occur in a typical scientific career or events that have impacted ISN members worldwide (for example: pandemics, international financial crises, natural disasters). Therefore, moving countries to join another lab, down-time due to technical breakdowns, holidays, small periods (< 3 months) of leave or other inconveniences when people remain in full-time employment are not considered career breaks.

Career interruptions may include things such as:

Maternity leave due to birth of a child. Here, the allowed consideration would be equal to time taken for maternity leave (pro-rata)\* or a minimum period of three months.

Parental leave (for periods of three months or more) where the person is a full-time carer.

Significant periods (6 months or more) of unemployment.

Periods of full time service in the armed forces or in mandated equivalent social duties (of 6 months or more).

Periods where the person is primary carer\*\* for another person and is able to work less than 0.5 full time effective (FTE) (of 6 months or more).

Periods of leave from work (more than 3 months) such as for health reasons.

Periods (more than 3 months) of part time work will be counted pro-rata.

Regular interruptions over a number of years can be considered if each of them applies to the above category.

Dates and documents (when appropriate) of career breaks should be provided to support all applications for career break consideration. Total career break allowance will be calculated by adding the times of the allowed breaks, or pro-rata if not 1.0 FTE.

\* For example, a person takes 6 months maternity leave at 1.0 FTE and another 6 months at 0.5 FTE. This would equate to nine months at 1.0 FTE.

\*\* Primary carer is someone who provides full time daily care for someone with severe disability or medical condition or who is frail aged.

NOTE: Decisions on the amount of time adjustment allowed for the Covid-19 pandemic will be reserved until more clarity on the impact of the pandemic is possible.