

Appendix 1 – HMRI Research Career Stage and Career Disruption Definition

Definition	Research Career Start Date	Early Career Researcher – ECR	Mid-Career Researcher – MCR	Senior Researcher
<p>An Academic Researcher is a person who:</p> <ul style="list-style-type: none"> - has been awarded their PhD in a health related field; and - is not a Health Practitioner Researcher. 	<p>Date PhD is awarded in a health related field, plus time for career disruption. For example: <i>PhD awarded in 2010, career disruption of 2 years, research career start date = 2012.</i></p>	<p>PhD award date is 5 or less years (adjusted for career disruption).</p>	<p>PhD award date is more than 5 but less than 15 years (adjusted for career disruption).</p>	<p>PhD award date is more than 15 years (adjusted for career disruption).</p>
<p>A Health Practitioner Researcher (HPR) is a person who:</p> <ul style="list-style-type: none"> - is qualified to practice in medicine, nursing, an allied health discipline, and/or holds a health service practitioner position in a health service delivery organisation; and - is currently practising as a health practitioner in their area of qualification no less than 0.2 FTE; and - can demonstrate that they have achieved at least one of the following: <ul style="list-style-type: none"> a. received competitive project funding of ≥ \$20k with the HPR as the lead investigator; or published an article in a peer reviewed journal as a lead or co-lead author; or b. been awarded their PhD in a health related field. 	<p>The earliest of the dates on which the HPR:</p> <ol style="list-style-type: none"> 1. received competitive project funding of ≥ \$20k where the HPR was the lead investigator; or published an article in a peer reviewed journal as a lead or co-lead author; or 2. was awarded their PhD in a health related field. <p>If relevant, add time for career disruption. For example: <i>Article published in 2010, career disruption of 2 years, research career start date = 2012</i></p>	<p>Research career start date is on a date that is 5 or less years (adjusted for career disruption[^]) from the date on which the determination of career stage is made.</p>	<p>Research career start date is more than 5 but less than 15 years (adjusted for career disruption[^]) from the date on which the determination of career stage is made.</p>	<p>Research career start date is more than 15 years (adjusted for career disruption[^]) from the date on which the determination of career stage is made.</p>

^Career Disruption	Relative to Opportunity
<p>A career disruption involves a prolonged disruption to a researcher’s capacity to work, either due to absence (for periods of three months or greater) and/or long-term partial return to work, to accommodate:</p> <ul style="list-style-type: none"> - carer’s responsibilities including parental leave; and/or - illness; and/or - completion of health qualification in the area in which the researcher is currently practicing. <p>The HMRI Director has the discretion to make the final decision on career disruption.</p>	<p>Relative to opportunity takes into account the percentage a researcher is allowed to allocate to research e.g. 40% (2 days/week). If appropriate, clinical, teaching and administrative workloads can be shown. This information should be detailed in the relative to opportunity section on the application form. Full time equivalent (FTE) should also be stated.</p>