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Communications
Research Centre
Canada

An Agency of
Industry Canada

Centre de recherches
sur les communications
Canada

Un organisme
d'Industrie Canada

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CRC
Emeritus
Researcher
Program

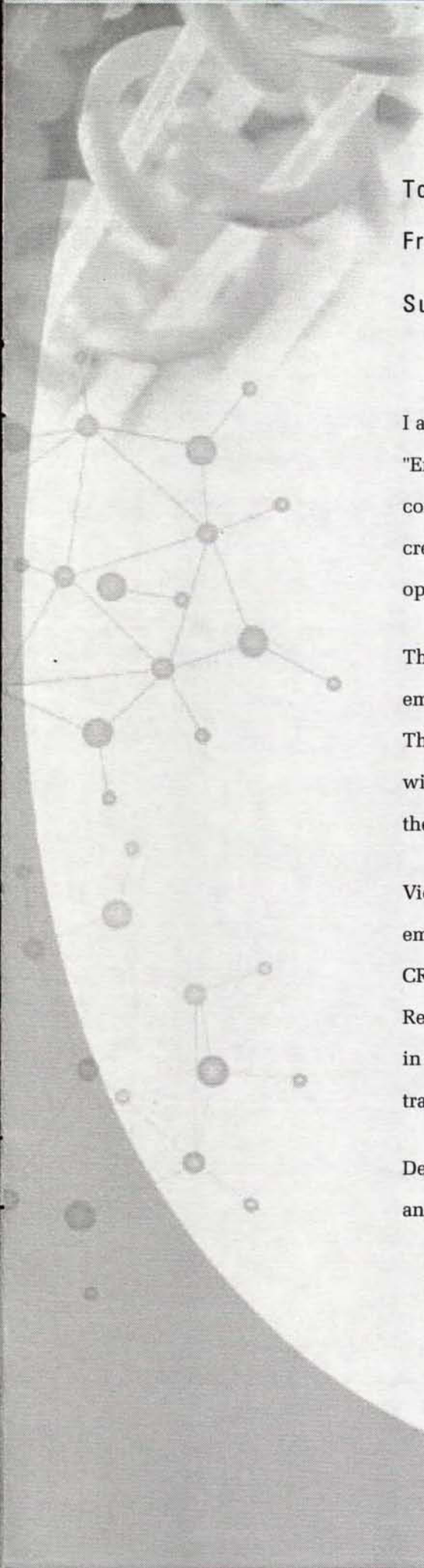
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To: **All Employees of CRC**

From: **President CRC**

Subject: **CRC Emeritus Researcher Program**

I am pleased to announce the Communications Research Centre (CRC) "Emeritus Researcher Program". This new Program, aimed at ensuring continued CRC scientific excellence, will retain the expertise of highly creative, scientific and professional employees, while permitting opportunities for the recruitment of researchers.

The "Emeritus Researcher" designation will be awarded to retired CRC employees in recognition of their outstanding research contributions. This Program will apply to only a few distinguished researchers and will provide a mechanism for these researchers to retire, yet continue their work in a non-employment capacity.

Vice-Presidents will be responsible for nominating worthy, retiring employees for the "CRC Emeritus Researcher" designation. The President, CRC will convene a Committee to select successful nominees.

Responsibility for managing the Program and absorbing associated costs in terms of providing office space, facilities, travel expenses and administrative support will rest with the applicable Research Branches.

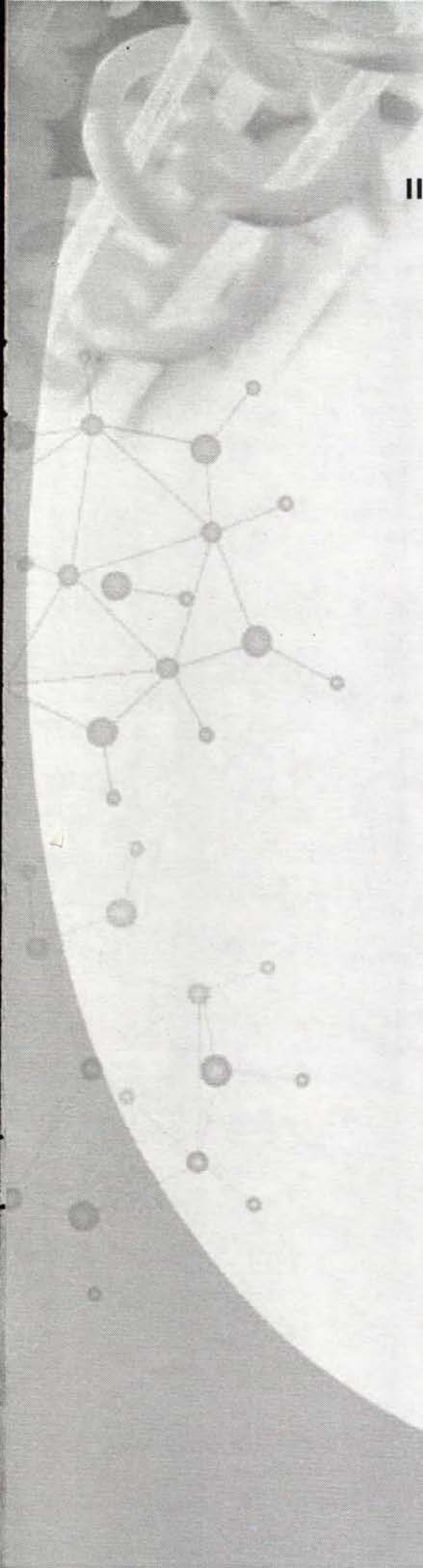
Details of the program are specified in the attached annex. Please direct any questions to the CRC Human Resources Directorate.



Emeritus Researcher Program

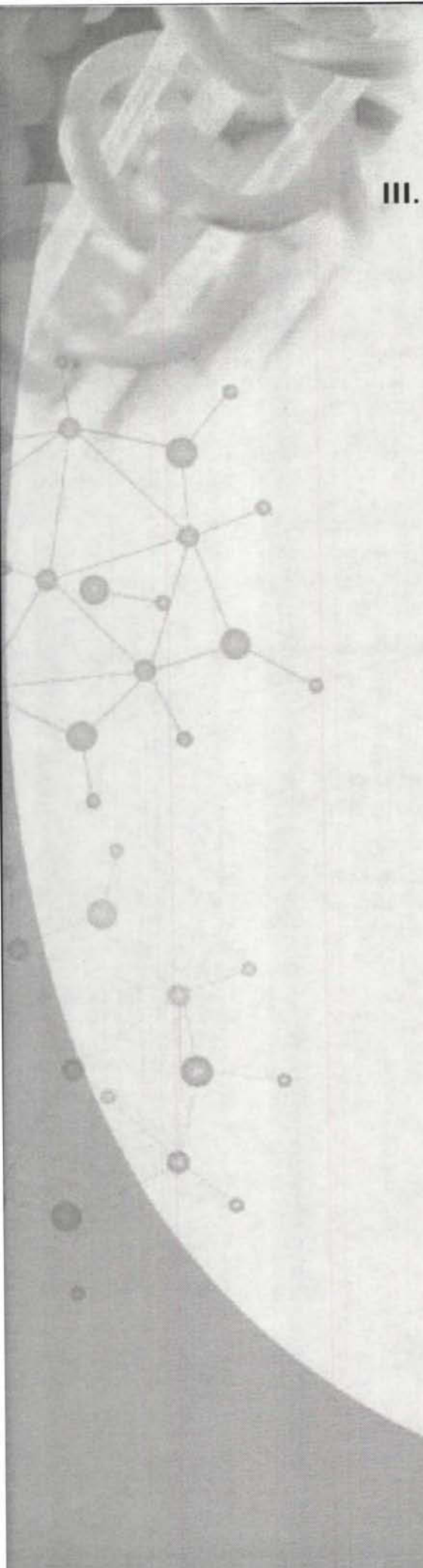
I. Purpose

The "Emeritus Researcher" designation provides a mechanism to enable distinguished researchers to retire, yet continue their research work in a non-employment capacity. This designation is available to outstanding employees in recognition of their scientific career contributions and provides them with access to Communications Research Centre (CRC) facilities and services subject to individual working arrangements. The program is aimed at ensuring continued scientific excellence in CRC by retaining the expertise of highly creative scientific and professional employees. CRC will benefit from the Emeritus Researcher expertise through an intellectual exchange (apprenticeship) between the Emeritus Researcher and new employees, as well as by receiving advice in its technology transfer activities, technological trends, R&D initiatives, etc.



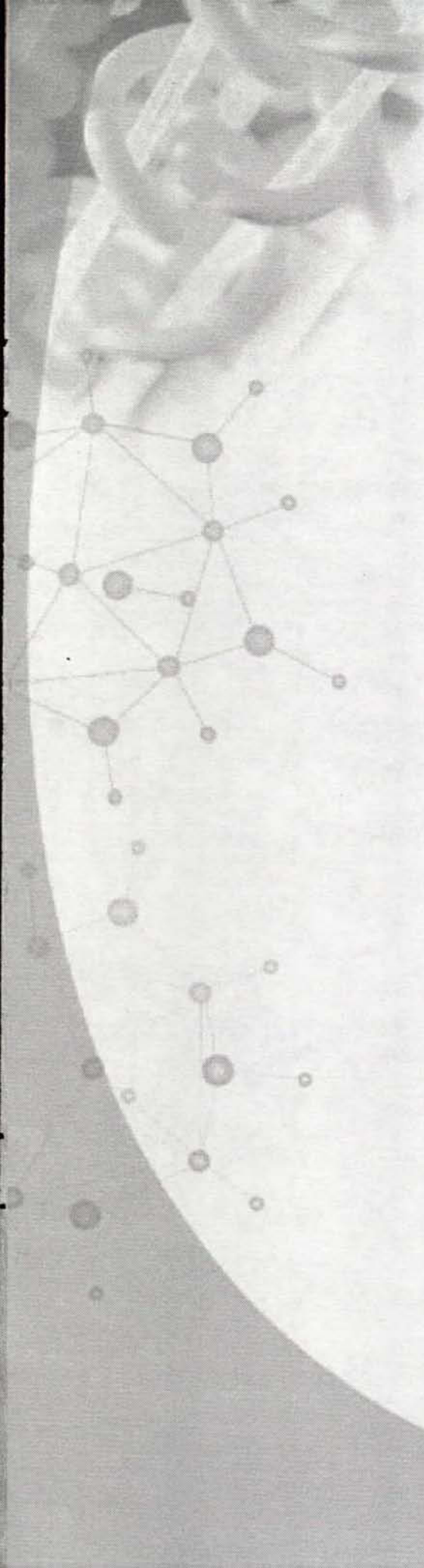
II. Designation

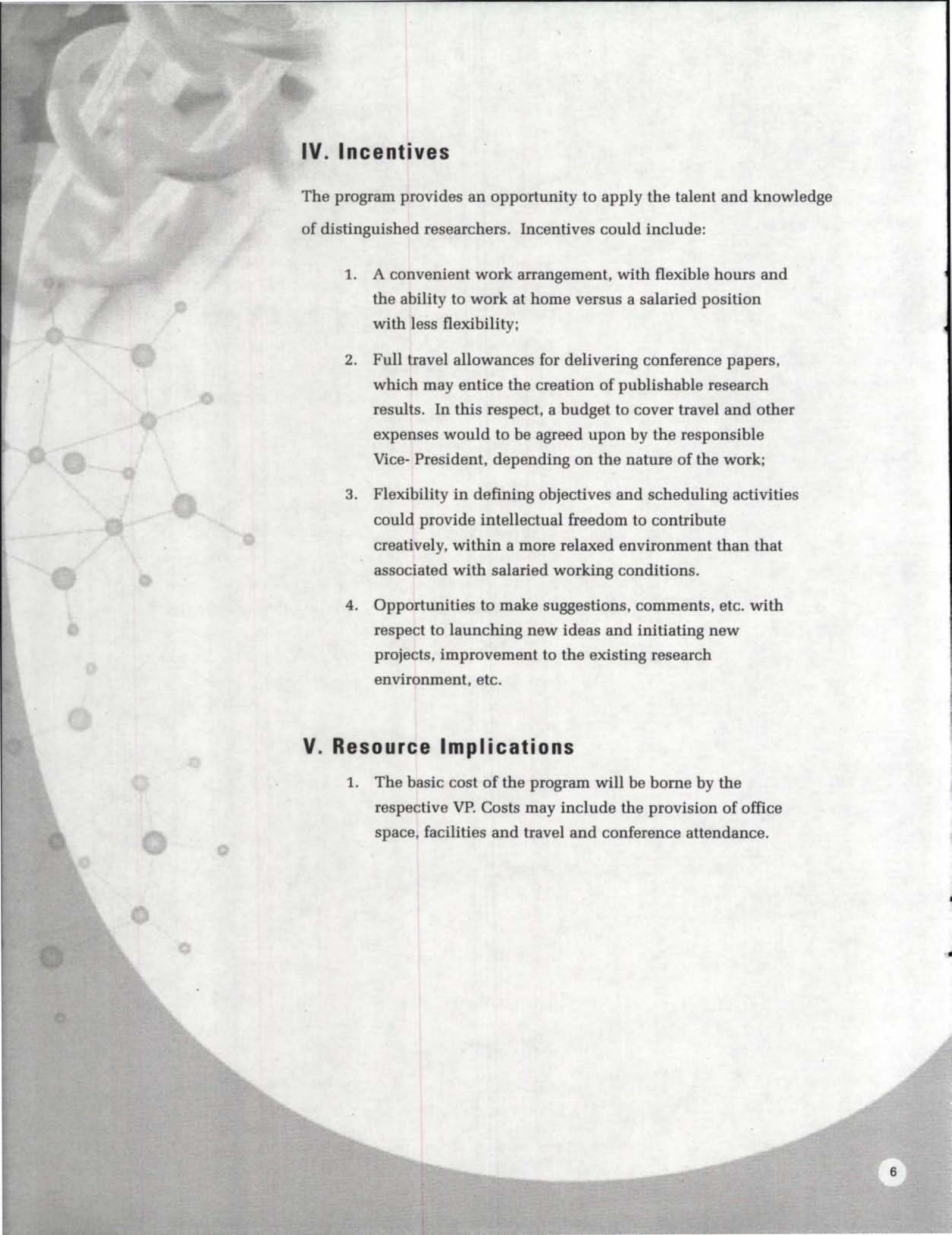
1. The Emeritus Researcher designation may be awarded to retired CRC researchers in recognition of their distinguished research contributions.
2. A committee convened by the President will review each Vice President's nomination and select nominees based on the following criteria:
 - relevance of past experience to current and future research directions;
 - scientific stature and record of the nominee in terms of innovations, patents, publications, significant contributions to the advancement of science, successful technology transfer achievements, etc.;
 - nominee's interest in devoting time and effort to continued research in CRC and the mentoring of younger scientists.
3. Recognition of this status will be in the form of a certificate signed by the President of CRC. An announcement will be placed in a local "High Tech" type paper and the employee's work biography and picture will appear, for one month, on the CRC web site.



III. Implementation and Procedures

1. The program will be available to employees of CRC performing research activities. Vice-Presidents' are responsible for managing the program within their respective branch in a way that respects needs, resource allocations and priorities.
2. Respective Vice-Presidents must nominate researchers, preferably before retirement. Upon selection of the nominee, the Emeritus designation will become applicable when retirement occurs. This should ensure continuity of contact between CRC and the retiring researcher.
3. Once the President selects the nominee, a letter of agreement will be prepared, stating the terms and conditions of acceptance. (A sample letter is attached as Annex "A").
4. Upon signing the letter of agreement, the Emeritus Researcher will resume working with CRC, on a negotiated time basis, for a specified period of 6 to 12 months. This letter of agreement will be renewable, at the discretion of the Vice- President, subject to specific research objectives and operational requirements.
5. Each Emeritus Researcher will be provided with office space, laboratory facilities, field and administrative support, as appropriate to the agreed research project, and approved by the respective Vice-President. Should it be desirable to carry out some of the work at home, a computer and communications equipment could be made available, on a personal loan basis.

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6. The Emeritus Researcher will be accountable to a Research Program Manager, assigned by the respective Vice-President.
 7. This designation shall be considered "employment" for purposes of the Official Secrets Act and the Emeritus Researcher will be bound by Section 4 of that Act regarding wrongful communication of information.
 8. The Conflict of Interest and Post-Employment Code for the Public Service, Government of Canada shall apply to all Emeritus Researchers and a declaration of actual or potential conflict of interest shall be made prior to the commencement of the designation.
 9. All documents, reports, products and intellectual property produced by the Emeritus Researcher, or any other person on his/her behalf, for the purpose of fulfilling or carrying out any duty related to this designation, are the property of Her Majesty the Queen in Right of Canada and shall not be released to any persons other than representatives of the Communications Research Centre, unless written permission is obtained from the President or his delegate.



IV. Incentives

The program provides an opportunity to apply the talent and knowledge of distinguished researchers. Incentives could include:

1. A convenient work arrangement, with flexible hours and the ability to work at home versus a salaried position with less flexibility;
2. Full travel allowances for delivering conference papers, which may entice the creation of publishable research results. In this respect, a budget to cover travel and other expenses would be agreed upon by the responsible Vice- President, depending on the nature of the work;
3. Flexibility in defining objectives and scheduling activities could provide intellectual freedom to contribute creatively, within a more relaxed environment than that associated with salaried working conditions.
4. Opportunities to make suggestions, comments, etc. with respect to launching new ideas and initiating new projects, improvement to the existing research environment, etc.

V. Resource Implications

1. The basic cost of the program will be borne by the respective VP. Costs may include the provision of office space, facilities and travel and conference attendance.

Annex "A":

CRC Emeritus Program Letter of Agreement

Dear _____:

In recognition of your distinguished contribution as a career researcher in the Government of Canada, and on behalf of the Communications Research Centre, I am pleased to extend to you Emeritus Researcher status. With this status, you will be able to continue your research work in a non-employment capacity following your retirement.

Your outstanding accomplishments confirm my contention that the employees of this organization are our greatest strength. With a view towards seizing the opportunity that will allow us to continue to benefit from your expertise, we wish to designate you as a CRC Emeritus Researcher.

Attached are the conditions related to this designation. Should you have any questions, or wish to discuss this matter further, please contact your Vice-President, _____, at _____.

Thank you for your interest in this Program and I look forward to your contribution in this important area of work.

Yours sincerely,

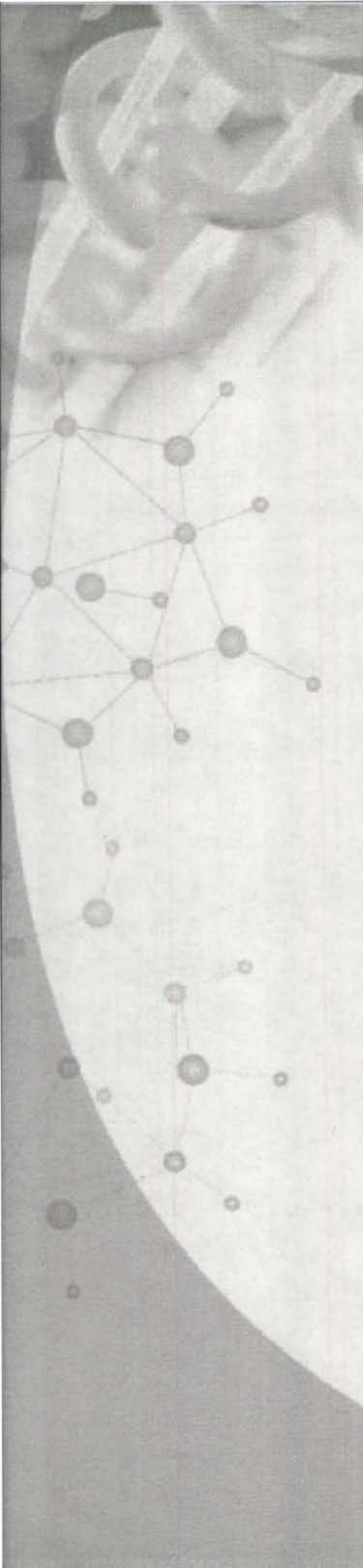
President

I ACCEPT THE CONDITIONS OF THIS AGREEMENT AND ACCEPT YOUR OFFER TO BECOME A CRC EMERITUS RESEARCHER.

SIGNATURE

DATE

Incl.

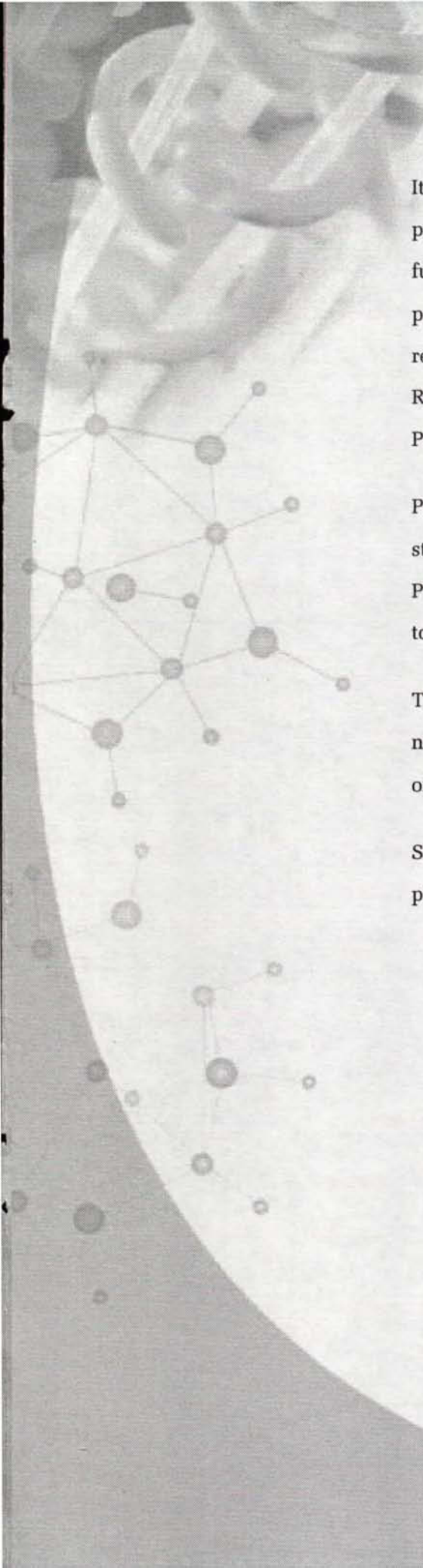


CRC Emeritus Researcher Conditions

Upon acceptance of this agreement, your emeritus status will commence immediately. You will be provided with (office space, laboratory facilities, fieldwork, administrative and technical support, etc.) as appropriate to complete your (six to twelve month) research project, renewable at the discretion of management. Hours of access will be at your discretion, within regular working hours of CRC operations, based on operational requirements. (Conference attendance and travel may be added to this paragraph, as appropriate).

The Communications Research Centre will indemnify you against personal, civil liability by you, by reason of any act or omission committed by you within the scope of your work objectives, and will make no claim against you based upon such personal liability if, in committing the act or omission, you acted honestly and without malice.

This agreement does not give you status as a public servant and, accordingly, does not provide you with any of the insurance or related benefits provided to public servants. For example, it does not provide you with Workers' Compensation benefits available to public servants in accordance with the Government Employees Compensation Act. Therefore, you will be required to present evidence that your personal insurance (life, accident, etc.) will adequately cover you while you are fulfilling Emeritus objectives.



It is agreed that all documents, reports, products and intellectual property produced by you or anyone on your behalf, for the purpose of fulfilling or carrying out any duty related to this designation, are the property of Her Majesty the Queen in Right of Canada and shall not be released to any persons other than representatives of the Communications Research Centre, unless written permission is obtained from the President or his delegate.

Please note that you will be required to comply with the conditions stated in the Conflict of Interest and Post-Employment Code for the Public Service (copy attached). The attached Certification Document is to be signed and returned with a signed copy of this letter.

This agreement does not change your status as a retired public servant, nor does it alter any of the benefits to which you are entitled as a result of that status.

Should you have any questions or concerns regarding this agreement please contact your Vice-President at _____.