



Leading science for better health

The MRC Post doctoral training scheme

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Welcome to the MRC and congratulations on gaining a place on the post doctoral training scheme, which will give you a fantastic opportunity to enhance your skills and will always stand out on your cv. We hope that you will find your time here both rewarding and challenging!

The MRC has a Royal Charter to invest in the training of future research leaders so you really are key in helping us to meet our mission which is:

“to promote and support, by any means, high-quality basic, strategic and applied research and related post-graduate training in the biomedical and other sciences, with the aim of maintaining and improving human health; and to sustain the reputation of MRC Units as first-class research and training environments”

What are my options now?

The first decision you will need to make is which type of employment contract you will take and there are two options: an MRC Postdoc OR MRC CDF employment contract.

This is an important decision so we have put together this leaflet to help you understand the differences between the two options.

The key contractual differences between the MRC Postdoc scheme and the MRC CDF scheme are that the Postdoc scheme includes the payment of a settlement allowance and tapered training allowances during the period of the training contract with no redundancy payment at the end, whereas the CDF scheme may trigger a redundancy payment if you stay until the end and do not move into another post with the MRC.

The table on the following page provides more detail on the contractual differences between the schemes and additional benefits so please read it thoroughly.

The decision lies entirely with you. You choose what is best for you so please do consider the information carefully before making your decision.

Who can I speak to for more information?

The MRC has an Employee Assistance Programme who are able to provide basic financial advice and support. You can contact them on 0800 116 4368 and tell them you work for the MRC.

You can also discuss this with your local HR team – to find the contact details of this person please contact your MRC supervisor or the UK SBS and ask to find out who is your retained HR contact.

Name	MRC Postdoc	MRC CDF (Career Development Fellow)
Training and development	<p>A programme of learning activities over the Postdoc contract including:</p> <ul style="list-style-type: none"> • 2 day (?) MRC induction taking place in Cambridge (travel & expenses paid) • Tailored learning/training events provided by our training partners • Access to the wider training catalogue for more generic courses • Formal requirement to have a mentor and to meet on a regular basis • 3 day postdoc symposium to meet with other postdocs with development, presentations and networking sessions 	<p>Access to the same level of training as MRC Postdocs.</p> <p>No formal mentoring required.</p>
Salary	Base salary plus allowances below	Base salary only
Resettlement	£1000 lump sum Settlement Allowance that will be paid as one lump sum in your first monthly salary after your confirmation that you wish to choose the Postdoc scheme and sign the training contract. The £1000 is subject to tax and national insurance but is not pensionable.	No entitlement to £1000 Settlement Allowance
Allowances	<p>On completion of the Vitae Research Development Framework (RDF) Planner and confirmation that you have a mentor, you will receive an allowance of</p> <ul style="list-style-type: none"> • £850 pa Year 1 • £1300 pa year 2 • £1800pa in Year 3 and beyond. <p>This allowance will be paid on a monthly basis with your normal pay and will be taxable (but not consolidated for pension purposes).</p>	No entitlement to training allowances
End of contract (Redundancy) Support	<p>No access to redundancy payment</p> <p>Access to outplacement services provided by Penna</p>	<p>A redundancy payment if you stay until the end of your contract calculated at one month's salary for each year of service (maximum of twelve months).</p> <p>Access to outplacement services provided by Penna</p>
Changing Scheme	No entitlement to change onto the CDF scheme once the Postdoc contract has been signed	You are able to change onto the Postdoc scheme