

The background features a light gray gradient with several realistic water droplets of various sizes scattered across the surface. In the center, there is a faint, circular NMR spectrum with multiple peaks, serving as a subtle backdrop for the text.

RECRUITMENT IN NMR FACILITIES

24TH OF JUNE 2024

CECILE LE DUFF

NMR SURVEY 2024: AIMS

- SETTING THE SCENE:
 - SURVEY SENT TO UKMRM LIST ON 9/06/24; SLIGHTLY DIFFERENT SURVEY IN 2019
- MY AIMS:
 - GATHER DATA ON THE COMPOSITION OF NMR FACILITIES IN THE UK
 - in terms of staff and staff/equipment ratio
 - HAVE DATA “READY TO GO” TO PROVIDE OUR RESPECTIVE SENIOR MANAGEMENT TEAMS
 - ANNUAL (?) SURVEY TO MONITOR CHANGES WITH TIME
- WHY IS A COMMUNITY SURVEY NECESSARY?
 - Info is hard to find from websites alone!
 - Numbers are usually required by non specialists
- ESTABLISH A LINK TO QUALITY: put what we know is common sense into numbers

NMR SURVEY 2024: RESULTS (1)

- 33 RESPONSES SO FAR (THANK YOU!)
- AN AVERAGE OF SPECTROMETER/STAFF RATIO OF 3.49/1**
- FIXED-TERM VS PERMANENT CONTRACTS:
 - ALL ACADEMIC STAFF ON PERMANENT CONTRACT
 - MAJORITY OF EXPERIMENTAL/OPERATIONS/TECHNICAL STAFF ON PERMANENT BUT SOME ON FIXED-TERM
- 100 % OF US HAVE COMPULSORY TRAINING FOR USERS (!)
- HIGHLIGHTS THE DIFFICULTY OF INCREASING STAFF LEVELS
- IN 2024, 39% OF US RECOVER HELIUM GAS, 21% OF THOSE LIQUEFY IT

** This number isn't accurate... yet!

Survey still open for a few weeks – we need as much data as possible!

NMR SURVEY 2024: RESULTS (2)

TELLING COMMENTS IN THE FREE TEXT BOX

“Please use this text box to tell us about your experience with increasing staffing levels (difficulties & successes)

“Requests for additional staff not listened to so far”

“The next person will be recruited at a lower grade”

HoS is keen to have specialist management for facilities

We have a shared way of working which allows senior RTPS to (sometimes) go on holiday and leave work before 6pm (occasionally)

Management find excuses to put off decision. Fear that increased staffing in one facility will set precedent & other facilities will request more staff

“Providing the facility is running, senior management don't seem to think there is any issue regarding staff levels”

“We went through many changes in the last few years”

“NMR mailing list/community is very useful when recruiting!”

“Virtually impossible”
x7

Senior management seems to believe recruitment for highly skilled NMR people is “no problem at all”

NMR SURVEY 2024: WHAT IS NEXT? (1)

- HELPLINE FOR NMR MANAGERS?
- YOGA?
 - WAKE-UP YOGA SESSION BEFORE THE NEXT UKMRM MEETING?
 - AFTER SOME PRACTICE:



<https://www.yogajournal.com/yoga-101/adho-mukha-svanasana/>



<https://yogajala.com/baby-grasshopper-pose-bala-parsva-bhujadandasana/>



<https://blog.alomoves.com/movement/5-crow-pose-modifications-to-help-you-fly>

NMR SURVEY 2024: MORE STAFF = BETTER FACILITY

- IS RECRUITING MORE STAFF WORTH IT? YES!!!
 - POTENTIAL TO MAKE FACILITIES SCIENTIFICALLY BETTER
 - MORE NITROGEN-COOLED PROBES = BETTER SENSITIVITY BUT ALSO MORE STAFF TIME REQUIRED
 - STAFF LEVELS WILL AFFECT CHOICES MADE WHEN ORDERING EQUIPMENT
 - MAKE FACILITIES MORE SUSTAINABLE (HELIUM RECOVERY, HELIUM LIQUEFACTION)
 - CHEAPER TO RUN
 - INCREASED RELIABILITY: SHORTAGES LESS LIKELY TO AFFECT YOU
 - MORE TIME FOR STAFF DEVELOPMENT:
 - ATTENDANCE TO MEETINGS AND CONFERENCES
 - LINE MANAGEMENT SKILLS (NOT INNATE!)
- CAN WE NEED TO PUT NUMBERS ON THIS – TO SHOW SENIOR MANAGEMENT
 - UK ROADMAP FOR EQUIPMENT (2013) > DATA > INVESTMENTS

NMR SURVEY 2024: WHAT IS NEXT? (MORE SERIOUSLY)

- WHAT DOES THE COMMUNITY WANT FROM THIS SURVEY?

- FREE UP YOUR TIME TO:
 - ATTEND THE TSN MEETING!
 - GET OUT THERE, GET ON COMMITTEES WHERE RTPs ARE WELCOME!
 - THE RESEARCH COUNCILS ARE LEADING THE WAY
 - **TECHNICAL SKILLS AND STRATEGY TECHNICAL COUNCIL (UKRI)**
 - **CAPITAL RESEARCH INFRASTRUCTURE, STRATEGIC ADVISORY TEAM (EPSRC)**
 - **RESEARCH TECHNICAL PROFESSIONAL WORKING GROUP (BBSRC)**
 - **REF2029 ADVISORY BOARD**

Thank you for your attention!