Cancer Research UK’s policy statement on researcher mobility

The UK Government must develop an immigration system which enables us to attract, recruit and retain global scientific talent at all professional levels regardless of their nationality.

Cancer Research UK’s (CRUK) research community choose to conduct their cancer research here because the UK is a world leader in life sciences with an excellent research environment, renowned higher education institutes, international networks and global scientific talent. As the UK exits the EU, it’s crucial that we remain at the forefront of research and innovation. Fundamental to achieving this is supporting a vibrant and collaborative research workforce. The mix of British, European and international talent within our research community is vital to share best practice, expertise and skills. The British public also recognise the value of an international research workforce to the UK: 90% of the public think scientists make a valuable contribution to society and 86% want to increase or maintain levels of immigration of scientists⁸.

Why researcher mobility matters to CRUK

- 76% of CRUK postdoctoral researchers at our Institutes are from outside the UK
- Half of our PhD students are not from the UK
- More than one-third of our clinical trials involve another country outside the UK, which requires movement of our research workforce to share data, equipment, knowledge and expertise
- 72% of the UK-based research workforce spent time at non-UK institutions from 1996 to 2015

Brexit is already having an impact on our global scientific talent

We have been hearing reports of impacts from members of our research community. This includes reduced applicants for posts and PhD studentships, rejections of offers for prestigious posts, exclusion of UK partners on EU grant applications, and senior researchers leaving the UK in search of greater certainty.

Key points and recommendations

This paper has been developed in consultation with our research community, including an online survey with more than 600 respondents and interviews with the research workforce and those responsible for recruitment (detail, including case studies, in appendices). Our recommendations focus on these areas:

The status of EEA nationals in the UK – we welcome the assurances agreed in the UK-EU negotiations in December 2017, including the status of family members of EEA nationals. We must ensure that these commitments are incorporated into UK legislation as soon as possible. ‘Continuous residence’ should not be affected by periods spent abroad for study or research.

The Brexit transition period – we welcome the assurances provided in February 2018 by the Home Office that EEA nationals coming after March 2019 will be treated the same as EEA nationals currently in the UK. We also welcome clarity that the transition period will run until 31 December 2020. The Home Office should provide clarity on the registration processes for EEA nationals arriving during transition.

The current non-EEA immigration system – while the UK negotiates its future relationship with the EU, the Home Office should make improvements to the current non-EEA immigration system so we continue to attract, recruit and retain global scientific talent.

The UK’s future immigration system – current immigration policies are based on reducing immigration of non-EEA migrants. However, once we leave the EU, the UK Government will be able
to design an immigration system that considers both EEA and non-EEA flows of migration. The UK Government must develop a long-term plan for migration to and from the UK based on evidence, considering labour market needs and supporting other Government strategies.

**Home Office capacity** – it has been reported by the Home Affairs Committee and others that the current capacity of the Home Office will be insufficient to deal with the significant policy changes ahead. The Home Office must receive additional capacity to implement immigration policy.

1. **EEA nationals in the UK and UK nationals in the EEA**

   | We welcome the assurances agreed in the UK-EU negotiations in December 2017. These commitments must be incorporated into UK legislation as soon as possible. |

   **We welcome the clarification**

   **The specific cut-off date** for when EEA nationals will no longer automatically be entitled to stay in the UK. This will be the date the UK leaves the European Union in 2019. This, along with the assurances given on the status of EEA nationals arriving during the transition period (see p3), provide important clarity to our research workforce on their status.

   **The transfer of those with current permanent residency permits** to settled status, and that this will be free of charge. We also welcome the assurance that time spent out of the UK will not make these people ineligible for settled status.

   **The cost of application for settled status** and that it will be minimal (no more than the cost of a UK passport).

   **The status of family members of EEA nationals** – assurances that our research workforce’s family members who were lawfully residing with an EU citizen in the UK or the EU27 at the date of the UK’s exit can stay under the same conditions that existed before Brexit.

   **Temporary status of EEA nationals** who do not have 5 years’ continuous residence, and that they can stay to build their residence period to be eligible for settled status.

   **We would welcome further assurances on:**

   **The process for settled status applications** – as the UK Government has indicated, this process should incorporate Government data such as tax contribution and National Insurance information to make it simple and streamlined.

   **The process for temporary status applications** – this will provide more certainty for our research workforce. This must include information about how temporary status holders will switch to settled status. This will ensure that those who are still working towards their five years of residence feel certain that they will be eligible for settled status once they have been in the UK for 5 years.

   **The criteria for ‘continuous residence’** – this should not be affected by periods spent abroad for study or research. More than half the EEA nationals who answered our survey had spent time outside of the UK in 2016 for work (either trips less than 3 months or trips lasting between 3 months and 1 year). This should be a key consideration when developing the additional criteria required for EEA nationals to apply for settled status. The Home Office should work with Higher Education Institutes to determine the period of residence of EEA students in the UK.
The plan for increased Home Office capacity. The administrative burden on the Home Office to deal with the changes to the status of EEA nationals must not be underestimated. The increase of Home Office staff and resources must be prioritised to ensure applications are processed quickly.

2. Transition period

We welcome the assurances provided by the Home Office in February 2018 for EEA nationals arriving during the transition period between March 2019 and 31 December 2020. These assurances must be incorporated in UK legislation as soon as possible to ensure we can continue to attract global scientific talent.

We welcome the Home Office clarification on:

The status of EEA nationals arriving after March 2019. Providing certainty that EEA nationals can move to the UK during the transition period on the same basis as they do today is essential.

Family members of EEA nationals – assurances that our research workforce’s family members who were lawfully residing with an EU citizen in the UK or the EU27 at the date of the UK’s exit can stay under the same conditions that existed before Brexit.

Temporary status of EEA nationals who do not have 5 years’ continuous residence, and that they can stay to build their residence period to be eligible for settled status.

The length of the transition period – that it will last until 31 December 2020. Institutions where we fund our research workforce will need significant time to prepare for the new post-Brexit immigration system. This clarity will aid HR, funding and operations teams to understand what the new immigration system will mean for their employees.

We would welcome further assurances on:

The process for registration – as the UK Government has indicated, EEA nationals and their family members who arrive in the UK during the implementation period will have to register. The registration system must be published and explained as soon as possible.

3. The current non-EEA system

The Home Office should make efforts to implement solutions and recommendations in the current non-EEA system.

Tier 1 – ‘Research and innovation talent’ visa

We welcome the recent changes to the immigration rules which:

- Ensure those recruited to higher education and independent institutes by well-established processes are accelerated. Our Fellowships are fast-tracked through this process, which will enable us and other medical research funders to attract new global scientific talent to the UK.
- Expand the number of visas available – we are working with the Royal Society and others in the sector to continue to promote the route to the research community both in and outside the UK.
- Enable those recruited on the Tier 1 visa to apply for settlement after 3 years.

Tier 2 – ‘General skilled worker’ visa

We welcome the recent changes to the immigration rules which:

- Enable our group leaders to recruit their international collaborators without need to complete the Resident Labour Market Test (RLMT). Our group leaders have established
relationships with international research groups and it is important that they are able to recruit without delay.

- Improve the digital offering for visa applications to this route. More than half (58%) of our survey respondents said that the bureaucracy of the visa system is a key consideration when moving to another country.
- Enable supernumerary researchers (those coming to the UK through Fellowships schemes etc.) to come to the UK without the RLMT.

**UK Government must also ensure that:**

**Roles requiring a PhD continue to be exempt and prioritised** — the research sector invests significantly in domestic skills development, but roles requiring a PhD qualification can often only be filled by international talent despite this investment. At our Institutes, 76% of our postdoctoral researchers are from outside the UK. These PhD level junior scientist roles make up the largest single group of staff within these Institutes. The recruitment of global talent to these roles is enabled by the current exemptions and priority for PhD level roles in Tier 2. Global talent in these roles are also vital for the professional development of the UK workforce through their training and educational contributions.

**There is a clear definition of the collaborators that group leaders are eligible to recruit without completing a RLMT** — this will enable our group leaders to collaborate and plan recruitment more effectively in the future.

**The Home Office does not increase the Immigration Skills Charge (ISC) for the research workforce.** Specifically, roles requiring a PhD qualification should continue to be exempt. There should also be no increase of the ISC for charities and higher education institutes. The Home Office, BEIS and DfE should also work with the research sector to develop an appropriate mechanism which allows a significant proportion of the ISC funds to return to the sector. This will enable continued research capacity building required for the future of UK research.

**Any changes to salary thresholds do not negatively impact charitable research funders’ budgets.** If the minimum thresholds are increased and roles requiring PhD-level qualifications were not exempt, it is likely that CRUK-funded research institutes would need to increase the salaries of postdoctoral researchers which would impact on their budgets and reduce the amount of research they would be able to fund. This scenario is likely to apply to other organisations. To protect the volume of academic research funded in the UK, pay thresholds should be kept at the same levels as currently (10th percentile for new entrant workers and 25th percentile for experienced workers).

3. **Phase 3: Future UK immigration system**

| The Government must develop an immigration system which enables us to attract, recruit and retain global scientific talent at all professional levels regardless of their nationality |

The UK Government should develop a long-term plan for migration to and from the UK. This should:

- Consider labour market needs and other Government strategies (e.g. the Industrial Strategy)
- Take different approaches for different sectors and types of migration
- Not be based on an overall numerical target for the level of migration to the UK
- Be based on evidence gathered by the Migration Advisory Committee and others
The Home Office should include the following features in a post-Brexit immigration system:

Mechanisms to recruit international staff with minimal cost, delay and uncertainty
The Home Office should not simply roll out the non-EEA immigration system for EEA nationals. The current system is expensive for the researchers we fund and resource-intensive for the employers who recruit these researchers (such as research institutes and universities).

The most effective measure of skill and benefit of migrants coming to the UK
The Migration Advisory Committee has made previous recommendations to continue to restrict non-EEA migration by salary thresholds. However, salaries in the academic sector do not adequately reflect skill level or benefit of the work being undertaken. Some roles in the research sector are highly valued due to the niche expertise they bring from outside the UK, however, they would not meet the current Government salary threshold.

For example, one of our group leaders in Oxford recruited a postdoc researcher from Japan to lead one part of their research project due to the unique expertise of the Japanese lab in a technique vital to progress their research. The Home Office must therefore consider how to reflect different sector needs while developing a comprehensive strategy for all industries. This should also include an assessment of the different salary levels across the UK.

Policies to enable partners and dependents of the research workforce to live, work and use public services in the UK
Over 75% of our survey respondents said that this is a key consideration when moving to another country. For the UK to continue to attract global talent, we must ensure their families are able to come with them to the UK and stay once they’re here.

Support to ensure that international students in the UK can take up job offers
CRUK funds more than 500 PhD students per year. Half of these are not from the UK. These students are an important part of the research pipeline, as many continue as postdoctoral researchers and clinical staff after their studies. It is vital for the UK scientific base that these talented students can stay in the UK and continue to contribute to the research that they have been working on once they have completed their PhD qualification. We are concerned that restrictions put on students once they finish their studies would impact how many of them would stay in the UK.

Flexibility to enable extensive short- and medium-term movement of the research workforce
Nearly 50% of all UK cancer research involves international collaboration. Cancer Research UK collaborates extensively with European and international partners. In 2016, more than half the EEA nationals who answered our survey had spent time outside the UK for work. Some of these were short trips whereas some lasted a few months to a year. Common reasons for this travel were: collaborations (such as clinical trials), giving and receiving training, use of equipment, verifying data, sharing knowledge, attending conferences, and to work in fixed-term/short-term contracts.

Consideration of the relationship between domestic skills development and the international higher education environment in the UK
Our global research workforce trains students in the UK. To ensure we continue to develop students in the UK, their education must be world-class. This includes continuing to collaborate internationally, attracting global scientific talent and enabling students to travel for education.
Mechanisms to support non-UK research group leaders to bring members of their research group with them when they move to the UK
We want to ensure that we attract talented international group leaders. Some of these will already have established research groups outside of the UK. Their group members will be key to the success of their research. The UK Government should consider mechanisms for attracting these group leaders with their group members, which UK research institutions are currently not able to do.

Ability for the Home Office to capture and publish more detailed migration statistics to inform future immigration policy development
Increasing reliance has been placed upon migration statistics to develop immigration policy, particularly post-Brexit. The available measures, such as the International Passenger Survey and Home Office migrant journey report, are not comprehensive or adequate reflections of the value of migration to different sectors, such as research and innovation. Current statistics captured by the Home Office also do not cover short-term travel (less than one year) and data on EEA nationals. A future immigration system must capture data on this.

Consideration of the links between the immigration system and wider Brexit legislation
When the UK Government considers the future immigration system, they must consider the interdependencies between immigration and other EU legislation being negotiated. For example, reducing EEA immigration may affect the UK-based research workforce’s access to EU Framework Programme funding. This could have a detrimental impact on the UK research environment.

Does not take a devolved/regional approach immigration policy
CRUK does not believe that the Home Office should devolve immigration policies to the four UK nations. In our interviews with and survey of our research workforce, respondents outlined that being able to move employers and location is key to them and one of the reasons why they were attracted to come to the UK. Developing devolved or regional systems is likely to decrease the attractiveness of the UK to the research workforce in the future.
Appendices:
1. Key themes from our survey and interviews
2. Case studies
3. Sector evidence on the value of migration to science and innovation

Appendix 1 – Key themes from our survey and interviews
Our survey was sent to our funded research workforce in March 2017. We had more than 600 responses from UK, EEA and non-EEA nationals at all professional levels including group leaders, PhD students, postdoc researchers, clinicians, research nurses and many more. We captured information about their global movements, key considerations when relocating and information about their status here in the UK. The key themes identified from the survey and interviews were:

The UK is an attractive place due to its excellent research environment
We asked about the reasons people were attracted to the UK. Most respondents focused on the excellent research environment. This included everything from the international workforce with specialised skills to international networks to the world-leading higher education institutes.

The non-EEA immigration system is difficult and costly
During the interviews, it was clear that the non-EEA research workforce have had significant issues when moving to the UK. The main issues were around the length of time it took for them to get their visa and the cost of the visa. The importance of ensuring we have an effective immigration system was also highlighted by the survey respondents – more than half of our survey respondents consider cost and bureaucracy a key consideration when moving to another country.

Our research workforce collaborates significantly with the international research community
The international networks established by the UK-based workforce reach far and wide. This can be demonstrated by statistics collected in February 2017 by Researchfish (database for funders). This database showed that the CRUK research workforce collaborated with more than 950 different organisations based outside the UK. More than 1 in 3 of the CRUK research workforce were actively collaborating with research groups outside the UK.

The research workforce is international because recruitment is based on merit
We explicitly asked why we recruited from the UK, EEA and non-EEA and the differences between the candidates from each area. Most answers were centred on two key themes:

1. “We recruit the best and we do not care about the nationality”
Features of the current non-EEA system, such as the PhD-level exemptions, make us able to fund from outside of the EEA for specific roles. This is very helpful as it enables those responsible for recruiting these posts to be able to look beyond nationality and focus on the merit of the individual.

Furthermore, many of our research workforce are already able to stay in the UK because of their partners, Indefinite Leave to Remain, permanent residency status or other reasons when they are recruited for roles. Employers will therefore only specify whether the person has the right to work in the UK or not, not what nationality they are.

2. “We focus on recruiting from the UK and EEA because it’s free”
Many employing organisations restrict their employees’ ability to recruit from outside of the EEA due to the cost incurred to both the individual and organisation. Employees therefore must make business cases for why certain roles should be recruited from outside of the EEA.
Appendix 2 - Case studies
We developed a series of case studies from our researcher community:

1. **Dr Sonia Rocha – the value of our global scientific talent**

Dr Sonia Rocha was one of our CRUK Senior Research Fellows at the University of Dundee from 2011 to 2017. She obtained her undergraduate degree at the University of Porto in Portugal and her PhD from the ETH-Zurich, Switzerland, before moving to the UK in 2000 to complete her post-doctoral training.

Through her training in a wide range of countries, Dr Rocha has gained extensive knowledge into a complex and highly specialised subject. As one of our Senior Research Fellows, she used her wide-ranging experience and unique perspective to make vital contributions to her field. As a Professor at the University of Dundee, she and her team worked on hypoxia and inflammation in cancer. Her team represented some of the most promising international talent in the field: it comprised of PhD students from the UK, Italy, Russia and Indonesia, a post-doctoral student from Argentina and a laboratory technician from Portugal.

This international make up is key to the group’s success. “I cannot imagine a single nationality lab, really,” says Dr Rocha, “Experience and ways of thinking from different countries move research forward”.

Dr Rocha’s research laboratory has published over 56 scientific papers since 2005 and made significant breakthroughs in our understanding of hypoxia and inflammation, including the identification of novel therapeutic targets.

“The UK is a fantastic place to do science” Dr Rocha adds, “Recent uncertainty has caused concern in the team, but I am hopeful that our talented researchers and technical staff will choose to stay and work here, and that my team can continue to work with scientists from across the EU.”

She has now taken up an exciting new role as the Head of the Biochemistry department at the University of Liverpool. At present, Sonia is considering other options outside of the UK. This is in case the UK does not ensure the rights of EU citizens in the UK and does not allow for easy recruitment of the research workforce regardless of their nationality.

2. **Professor Stephan Beck – the value of outward mobility for our research workforce**

Professor Stephan Beck leads a laboratory that researches the genomics and epigenomics of phenotypic plasticity -- the capacity of one genetic make-up to manifest in different ways in response to external factors such as diet and lifestyle. This ability is key to the normal functioning of cells, but it also allows cancers to opportunistically adapt, acquire invasive abilities, and altogether become harder to treat.

Stephan travels within the EU multiple times a month to attend conferences and undertake collaborative projects under Horizon 2020 and the European Research Council. For example, he is currently involved in two major international projects on multiple sclerosis and colorectal cancer in collaboration with researchers from 11 different countries. These projects require Stephan to attend workshops in the EU to train or be trained and to discuss and disseminate results.

During his career, Stephan has participated in eight vital research projects that rely on this kind of collaboration. EpiGeneSys, for example, brought together 166 researchers from 88 organisations across Europe to allow for integrative exchanges and training and to facilitate sharing of tools, resources and knowledge. This cohesive approach delivered 64 protocols and almost 3000...
publications from 2010 to 2016, greatly advancing our understanding of diseases linked to epigenetic disorders, such as cancer.

Traveling allows Stephan and his team to remain productive partners in this kind of collaborative effort, to stay informed on state of the art research, and to disseminate their own work – all necessary activities for UK-based scientists to remain competitive in the field.

3. **Professor Peter Sasieni – the value of international mobility for clinical trials**
Professor Peter Sasieni is the Director of the Cancer Prevention Trials Unit at Queen Mary University of London. In this role, Professor Sasieni leads important clinical trials on prevention and screening of several cancers. Prevention trials are a large component of cancer research, as they underpin necessary changes in health policy and practice that help reduce the number of people affected by cancer.

Prevention trials tend to be large, multi-centre and international. IBIS-II for example, a trial aiming to prevent the return of breast cancer in post-menopausal women, took place in 300 sites across Europe. “Without the participation of non-UK patients, such trial would take longer to recruit, potentially delaying the delivery of new treatments to British patients”, Professor Sasieni tells us.

Throughout this kind of trial, Professor Sasieni travels to the EU to plan and design the trial with his research partners, attend data monitoring and trial steering committee meetings, identify sites for new trials, establish working relationships with his team, and conduct site initiation visits.

Many of these activities require Professor Sasieni to travel quickly, without excessive administrative burden. For example, it is often very difficult to find dates in which all the principal investigators and site staff are available to meet for site initiation visits. In these cases, Project Managers may be required to travel at short notice, and any delays caused by administrative burdens after Brexit could cause these windows of opportunity to be missed. Furthermore, Professor Sasieni says that travel delays could prevent Project Managers from reacting efficiently to urgent local situations, forcing them to contract out the work to other EU countries.

Onerous travel restrictions between the UK and the EU could adversely affect contributions of UK-based clinical scientists to valuable international studies, like IBIS-II.

4. **The CRUK Manchester Institute – value of international leaders**
The CRUK Manchester Institute is a leading cancer research institute and a partner in the Manchester Cancer Research Centre. It has been the site of crucial drug discoveries, clinical trials, and pioneering research on cancer biology and personalised medicine. The Manchester Institute is famous for its extensive infrastructure, state-of-the-art technologies, expertise and its ‘Team Science’ approach to cancer research. This involves integrating perspectives, skills and experiences of researchers from diverse backgrounds to address scientific challenges.

The Manchester Institute’s reputation has attracted scientific talent from all over the world. The resulting wealth of international talent within CRUK’s Manchester Institute has facilitated the collaborative, cross disciplinary approach, which makes the Institute a scientific powerhouse. In complicated research like cancer biology, knowledge pockets are distributed geographically, meaning that depth of experience and expertise of our Manchester team simply could not be found in any single country.

This concept is exemplified by the make-up of the Institute’s research workforce: Half of the group leaders and 80% of the postdoctoral researchers are from outside the UK.
For example, Professor Robert Bristow, Director of the Manchester Cancer Research Centre, Senior Group Leader in CRUK’s Manchester Institute and world-leading clinician-scientist, moved to Manchester from Canada. His experience abroad has allowed him to accrue unparalleled experience in researching the genomics of prostate cancer progression and cancer treatment response.

Dr Claus Jørgensen, a Senior Group Leader at the Manchester Institute, has studied and worked in Denmark and Canada before moving to the UK. He is currently investigating how pancreatic cancer cells signal to healthy cells around them, in order to improve outcomes for patients by uncovering new aspects of the biology of this type of cancer in order to develop new types of treatment.

The Junior Group Leaders have similarly international profiles. For example, Dr Esther Baena, who has studied and conducted research in Spain and the U.S., is a Junior Group Leader at the Manchester Institute. She is contributing to prostate cancer research by investigating how cancer cells grow and become resistant to treatment.

The diversity of the Manchester Institute’s research workforce is precisely what allows for its renowned ‘Team Science’ approach, and its success in researching a wide range of topics to deliver better, more personalised cancer care.

5. The CRUK Cambridge Institute – the value of international students

This Centre is a collaboration between CRUK and the University of Cambridge. Research ranges from basic cancer biology and computational biology through to translational research and clinical application. The Institute is world-leading and continues to produce exemplary research.

For example, hyperpolarised carbon-13 spectroscopic imaging, a technique that can increase the sensitivity of MRI by more than 10,000 times, will soon undergo patient trials. Similarly, the METABRIC project used expertise from many Cambridge Institute staff and collaborators world-wide to generate a new classification of 2,000 breast cancers with clinical follow-up.

The Institute has 61 graduate students, playing pivotal roles in the continuing success of research programmes. Approximately one third of graduate students at the Institute are from the UK, with two thirds coming from outside of the UK. In 2017, the Institute took on 11 new graduate students—10 are from outside of the UK.

Appendix 3 – Sector evidence on value of immigration to science and innovation

Scientific breakthroughs are not developed in isolation – mobility is crucial to the success of science and innovation. Effective movement of researchers, innovators and specialist technicians gives the UK a competitive advantage by opening access to skills and international networks. We know that:

- 27.7% of academic staff at universities are from outside the UK – 31,600 from other EU nations and 23,000 staff from outside of the EU
- Engineering and technology (40%) and biological, mathematical and physical sciences (37%) have the highest share of international academics

In addition to the contribution that international scientists make to our workforce, the movement of researchers between countries develops valuable networks. Networks are crucial for the building of collaborative partnerships which are commonplace and often necessary in many fields of science including cancer. Nearly 50% of all UK cancer research involves international collaboration.

The importance of such collaboration is shown by its impact on the UK’s research outputs: nearly 50% of the UK’s scientific publications have non-UK authors and the impact of these papers is significantly higher than the average impact of UK papers. We also know that there are skills...
shortages in the STEM talent base in UK science and innovation\. Among engineering, science, and hi-tech firms, nearly half (44\%) report difficulties in finding experienced recruits with the right STEM skills, particularly high-level STEM skills\. Government, research funders and employers in our sector assess skills shortages regularly and are committed to domestic skills development. However, 75\% of roles on Home Office’s Shortage Occupation List are in STEM\. Recruitment from outside of the UK is particularly important and sometimes necessary in areas of science where we have a national skills shortage such as researchers working in computational biology and big data\.\n
\[^1\] Public Attitudes to Science Survey British Science Association, 2014  
https://g8fip1kp1yr33r3kz5b97d1-wpengine.netdna-ssl.com/wp-content/uploads/2018/03/draft_agreement_coloured-2.pdf  
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[^7] EU citizens arriving in the UK during the implementation period, Home Office  
https://g8fip1kp1yr33r3kz5b97d1-wpengine.netdna-ssl.com/wp-content/uploads/2018/03/draft_agreement_coloured-2.pdf  
[^9] Academies now operate streamlines Research and Innovation Talent Visa  
[^10] Research and Innovation Talent Visa, Royal Society  
https://royalsociety.org/about-us/competent-body/  
http://www.cancerresearchuk.org/funding-for-researchers/research-features/2017-07-31-accelerated-uk-work-visa-route-for-early-and-mid-career-researchers  
[^13] Explanatory Memorandum to the statement of changes in Immigration rules presented to Parliament on 7 December (HC 309)  
[^15] Staff by geographic region of nationality, HESA 2014/15  
[^16] Nationality academic staff by cost centre group, HESA 2014/15  
[^20] E.g. UKCES Reviewing the Requirement for High level STEM skills BBSRC and MRC Review of Vulnerable Skills and Capabilities  
[^22] ‘Bio-informatician’ and ‘informatician’ are included on the Shortage Occupation List, valid from 6th April 2015  