



QUESTIONS AND ANSWERS

Request for Proposal (RFP): Landscape review of employment contracts and salary provision for academics in multiple countries.

#	Supplier Question	Wellcome response
1	Please can you confirm the budget for this opportunity?	Wellcome has not provided an indicative budget as we don't want to limit innovation. However, we expect the supplier to explain why their estimate brings value for money whilst achieving the desired outcome
2	Is there a list of organisations/ institutions that you would provide to the contractor to contact to establish the required information or whether it is expected that the contractor will conduct the research independently in each of the required countries?	We expect the supplier to work on a longlist and we will collaborate with them to refine this and create a list of organisations to contact.
3	Can we also do this work in Cameroon?	No. This is not an area that receives sufficient Wellcome funding to be included in this project.
4	Is there a limit or range for the budgets? And what expenses can be taken into account for this activity?	Wellcome has not provided an indicative budget as we don't want to limit innovation. We would not anticipate any work being undertaken outside of the organisations/employees' home countries.
5	Scope of the landscape review – to what extent is Wellcome interested in reviewing their own funded / grant-associated employment contracts compared to wider sector entities?	Wellcome does not provide employment contracts for the people working on its grants. We want to increase our understanding of the state of the researcher contract landscape (and teaching buyout provision from other funders). The scope does not include providing advice on whether our current funding policy should change in light of the information the landscape review provides.



6	Sample for the landscape review – does Wellcome have a steer on the composition of sector entities for review, with regards to type (e.g. funder, academic, INGO) and/or specifically named entities?	This RFP requests information specifically on academic researcher contracts (those employed by Higher Education Institutes). The teaching buyout element requires research into what other funders provide.
7	Access to data – we note that confidentiality may be a barrier, as well as record-keeping and data quality for the stated 10-year timeframe. Does Wellcome already have access to these sources or is the supplier requested to supply them?	Supplier to supply.
8	Audience for the deliverables - who does Wellcome intend to be the audience for the report (e.g. seniority, function, internal / external)?	Internal only at all levels of seniority for the report. Wellcome reserves the right to discuss overall themes/outcomes with other external stakeholders and use the outcomes to inform or influence as we see fit to achieve our mission.
9	Timeline – is there flexibility in the timeframe? Depending on the scope and depth of the review, four-five months may restrict data collection.	Our expectation is that the review would be delivered in the timeframe stated. If you do not think this is feasible, please explain in your submission what the impact would be on the end-product and/or how you would need to change the timeline.