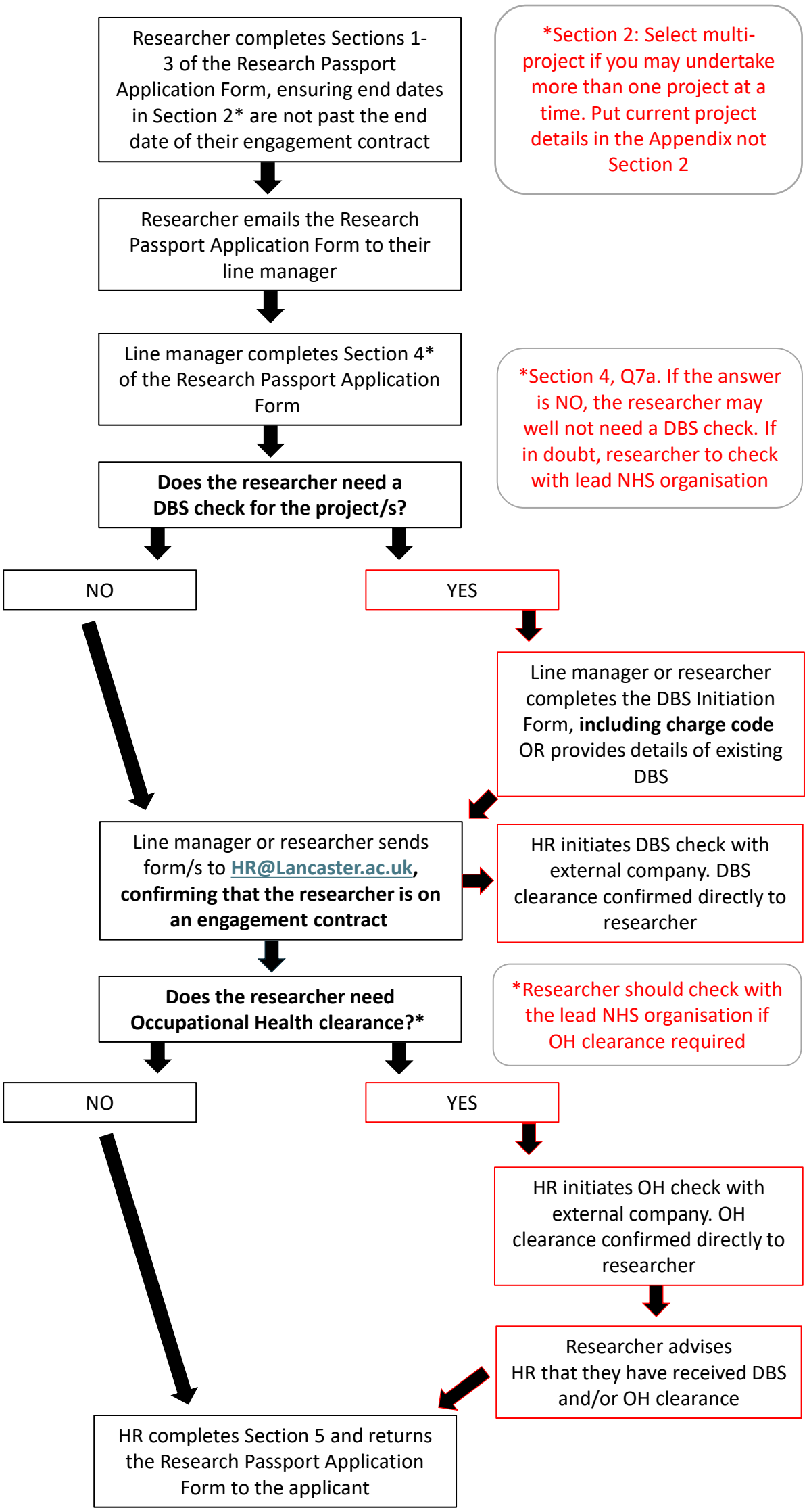Flowchart 2: Research staff or PGR students on an engagement contract