HEAL Membership

Guidelines

1. The HEAL – National Research Network

The vision of the Healthy Environments And Lives (HEAL) – National Research Network is to catalyse research, knowledge exchange and translation into policy and practice that will bring measurable improvements to our health, the Australian health system, and the environment.

The HEAL Network is a broad coalition of 100 investigators and more than 30 organisations from across Australia that aims to bridge the gap between knowledge and action by bringing together Aboriginal and Torres Strait Islander wisdom, epidemiology, sustainable development, data science, policy and community engagement, and communication to address environmental and climate change and its impacts on health across all Australian states and territories.

HEAL focuses on participatory, solutions-driven research that will provide robust scientific evidence to underpin structural policy and practice changes. This evidence should be based on a holistic assessment of benefits and costs, and distributional effects of policies to support long-term solutions. To ensure scientific evidence leads to structural policy and practice changes, our collaboration includes Government health and environmental authorities; health sector organisations; Indigenous organisations; and data providers to integrate a complex social, environmental, economic and institutional ecosystem into a cohesive, multidisciplinary research network.

HEAL is an inclusive network open to researchers, policy makers, health and environmental professionals, Indigenous and other community groups, charities and businesses that meet its vision and principles. The HEAL Network seeks to establish and foster strong relationships between these parties to ensure effective communication and translation of research efforts, and to provide the foundation for ongoing and coordinated national effort in addressing the health effects of environmental and climate change. In recognition of this ongoing national effort and to uphold its principles of inclusivity, HEAL welcomes interested parties to join the network.

2. Membership scheme

In recognition of the diversity within the HEAL Network and to provide a clear path to join HEAL regardless of academic background, HEAL offers a single level of membership:

HEAL Affiliate Member

> Active or prospective researcher at any career stage, health or environmental practitioner, policymaker, advocates, or community members that would like to be involved in the HEAL Network and actively participate and collaborate in research themes, their local community of practice, and/or other HEAL-related projects are invited to join the HEAL Network.

3. Membership benefits and expectations

As a HEAL Network Member, you will have access to:

- Regular updates via newsletter and communications from the HEAL Network via email;
- Information about current research and relevant funding opportunities;
- Invitations to the HEAL Conference, HEAL Investigators meetings, webinars, workshops and training events;
- Opportunities to present your research in webinars and workshops;
- Opportunities to contribute to the development of the HEAL Network at your local Community of Practice and at national level;
- Opportunity to shape environmental change and health research, policy, and practice in Australia.

In reciprocity, the HEAL Network expects their members to:

- Uphold the vision and aims of the HEAL Network;
- Adhere to the HEAL Code of Practice (attached in Appendix A);
- Participate in meetings, webinars, workshops, conferences, and other similar events where possible (these events are free of charge for members);
- Participate and support your local Community of Practice;
- Help research development, translation, and capacity building where possible; and
- Promote the HEAL Network in scientific events, publications, and social media.

Appendix A

HEAL Code of Practice

Background and Aim

The HEAL Network aims to develop the scientific evidence, strengthen capacity and capability in environmental and climate change and health research, translation and implementation, and address credibility gaps in interactions between policy-makers, practitioners, industry and communities.

Building on existing and new interdisciplinary collaborations with health departments, government agencies, professional organisations, communities and industry, we will develop research capacity, capability and influencing skills to benefit HEAL researchers, particularly Research, Policy and Practice Fellows (RPPFs) and PhD scholars. There will be a strong focus on building Indigenous research capacity and capability across the Network.

The Code of Practice for HEAL Investigators, Affiliate Members, RPPFs and PhD scholars outlines expectations for all members of the HEAL Network. It aims to ensure that they work productively and collaboratively within a collegial, respectful, and culturally safe network. All members of the HEAL Network must adhere to the highest ethical standards and not engage in bullying, harassment or discrimination of any kind.

The Code of Practice will support career development to ensure that RPPFs and PhD scholars perform at a level that makes them competitive for external fellowships or scholarships, nationally and internationally. Importantly, no matter what endeavour our RPPFs and PhD scholars engage in, our aim is to create future leaders in their respective fields.

The relative emphasis given to research and scholarship, teaching and learning, advocacy and engagement, and policy and practice, will vary across HEAL Investigators, RPPFs and PhD scholars, and will depend on a number of factors, for example, the number of years post-PhD/research experience and the discipline. Institutions may also have their own benchmarks or frameworks for assessing progress and career development of academics, RPPFs and PhD scholars. This Code of Practice is not intended to replicate these institutional performance frameworks or benchmarks.

HEAL Investigators

The HEAL Network comprises 100 investigators (50 Chief Investigators and 50 Associate Investigators) named on the successful NHMRC grant application, plus a growing number of affiliate investigators and collaborators. The HEAL Network is an open, inclusive and dynamic network. Additional affiliate members may be appointed, following an expression of interest or nomination, and approval by the Leadership Executive.

HEAL Investigators and affiliates must observe the highest standards of professional integrity and objectivity, particularly in the development, interpretation and communication of scientific evidence.

HEAL is grounded on fundamental principles of equity, fairness, honesty, accountability, transparency, and respect. Our investigators are expected to develop reciprocal professional relationships based on commitment and trust. These relationships may involve for example co-supervision of research students and RPPFs, co-authorship of publications, and joint funding applications. Senior researchers are expected to provide guidance and mentorship to middle and early career researchers and students.

All investigators and affiliates are required to engage in research translation, implementation, advocacy and communication activities, and regular interaction with Communities of Practice and other stakeholders. Although the degree of these engagements and interactions will vary across the HEAL Network, it is expected to be a significant aspect of all HEAL themes.

Investigators and affiliates must formally acknowledge HEAL in research outputs, publications and activities directly supported by the Network. They are also expected to acknowledge and promote the HEAL Network and its activities in conferences and other relevant professional engagements.

All HEAL investigators and affiliates will comply with the relevant laws, regulations, disciplinary standards, ethics guidelines and institutional policies related to responsible research conduct. They will ensure that appropriate institutional approvals, including ethics approvals, are obtained prior to the commencement of research, and that conditions of any approvals are adhered to during the course of research.

The Australian Code for the Responsible Conduct of Research and supporting guides, including but not limited to the NHMRC's Ethical conduct in research with Aboriginal and Torres Strait Islander Peoples and communities; NHMRC Indigenous Research Excellence Criteria; Data Management; Supervision; Authorship; Publication and Dissemination of Research apply to all HEAL investigators and affiliates.

Research, Policy and Practice Fellows

HEAL RPPFs will be typically appointed at PSP4 level and be expected to support a thematic area of work, as specified in the corresponding HEAL RPPF position description. They are expected to work collaboratively with other researchers and students involved in their theme, and in other HEAL themes and priority action areas as required. They will be involved in the development and execution of Thematic Implementation Plans that will be reviewed annually. They may also be required to provide some administrative support to their themes and to the HEAL Network.

HEAL will provide the environment for RPPFs to gain specialised, cross-cultural and transferable skills and experience, and perform at a level that makes them competitive for external fellowship schemes appropriate for their level of appointment.

HEAL's expectations for RPPFs are that they will:

1. Develop or contribute to a programme of research closely aligned with a HEAL theme or priority action, based on a project description approved by the leadership executive.
2. Support the needs of the research theme or priority action, for example, providing secretariat support to theme meetings;
3. Provide secretariat support to Communities of Practice, and other HEAL committees; assist in drafting and reviewing documents; organising seminars, conferences, and training workshops; supporting other ad-hoc activities;
4. Actively participate in training opportunities, including the annual HEAL Conference and Summer School, research translation and communication activities, and media training;
5. Participate in HEAL's mentorship program;
6. Engage with industry, the media and the community as appropriate;
7. Engage with community groups to advocate for healthy environments and lives;
8. Focus on scholarship including publications, external and internal grants, higher degree supervision, mentoring junior researchers, reviewing manuscripts, conference/seminar presentations and non-traditional research outputs (for example, models, data tools, factsheets, etc.)

PhD Scholars

HEAL PhD Scholars will be expected to support a thematic area of work. They are expected to work collaboratively with other researchers and students involved in their theme, and in other HEAL themes and priority action areas as required. They will be involved in the development and execution of Thematic Implementation Plans that will be reviewed annually. They may also be required to provide some administrative support to their themes and to the HEAL Network.

HEAL's expectations for PhD Scholars are that they will:

1. Develop or contribute to a programme of research closely aligned with a HEAL theme or priority action, based on a project description approved by the leadership executive.
2. Support the needs of the research theme or priority action, for example, providing secretariat support to theme meetings;
3. Provide secretariat support to Communities of Practice, and other HEAL committees; assist in drafting and reviewing documents; organising seminars, conferences, and training workshops; supporting other ad-hoc activities;
4. Actively participate in training opportunities, including the annual HEAL Conference and Summer School, research translation and communication activities, and media training;

5. Participate in HEAL's mentorship program;
6. Engage with industry, the media and the community as appropriate;
7. Engage with community groups to advocate for healthy environments and lives;
8. Focus on scholarship including publications, reviewing manuscripts, conference/seminar presentations, and community update reports, etc.

Research translation into policy and practice

All HEAL Investigators, affiliates, RPPFs and PhD Scholars are expected to be involved in research translation, implementation, and communication activities. They are expected to engage in co-design with policy stakeholders and/or practitioners and/or communities throughout the design, execution, translation, dissemination, and implementation phases of their research. This deep engagement will ensure that HEAL research projects are policy relevant and translated into changes to policy and service provision, so that they will be put into practical use to help deliver better outcomes.

Engagement with stakeholders: face to face or online interaction with non-academic audiences (e.g. community members, charities, and policy makers) to co-design and implement joint research projects; and organise public events and forums for knowledge exchange and dissemination. This will involve participating in and assisting with HEAL Communities of Practice, including in their local priority setting and needs analyses.

Strategic secondments: Where appropriate, RPPFs will be seconded for a period of their appointment to a relevant government agency, non-governmental organisation, or industry partner. These secondments/placements will be negotiated with their primary supervisor and primary and host organisations. HEAL Global Research Centre will coordinate and support the secondments.

Communication and dissemination: HEAL Investigators, affiliates, RPPFs and PhD Scholars will be encouraged to communicate about their research in channels that are not only academic: e.g. guidelines, toolkits, manuals, community update reports and factsheets, position papers and submissions to public enquiries. This also includes interacting with media (e.g. opinion pieces in The Conversation) and being interviewed by journalists.

RPPFs and PhD Scholars should develop a strategy or process to collect evidence of translation, implementation, and impact of their research.

Training and career development

A key objective of HEAL is to strengthen research capacity and capability, and nurture the next generation of environmental and climate change and health research, policy and practice leaders in Australia.

All RPPFs and PhD Scholars are expected to participate in research training, mentoring, and networking activities. Training will include research as well as cross-cultural and transferable skills development. For example, they are expected to co-organise and present in workshops/webinars, and actively participate in HEAL's Annual Conference and Summer School.

All RPPFs and PhD Scholars will have a primary supervisor (a HEAL CI or AI) at their primary institution, and at least one co-supervisor preferably from a different theme or partner institution. This will encourage interdisciplinarity and integration across HEAL partners and stakeholders.

Monitoring, evaluation, and conflict resolution

- HEAL Global Research Centre will monitor and report progress of all RPPFs and PhD Scholars bi-annually. HEAL research outputs and related activities will be also reported from across the Network.
- HEAL's Monitoring and Evaluation unit will provide independent evaluation of the scientific quality of traditional and non-traditional research outputs, policy and community impact, training activities, and thematic, regional and gender balance of participants.
- HEAL's Indigenous Steering Committee will monitor and pro-actively encourage involvement of Indigenous researchers and students. The Committee will provide oversight to ensure that HEAL's research is culturally safe and that Indigenous researchers are well represented and supported within the Network.
- HEAL Global Research Centre, in consultation with the leadership executive and Indigenous Steering Committee, will annually review this Code of Practice, and produce an additional mentoring guide and formal training program to promote successful relationships characterised by reciprocity, mutual respect, clear expectations and shared values.
- Conflicts between supervisors and RPPFs or students will be resolved by their host institution in the first place, and if necessary by a HEAL ad-hoc committee assigned by the Leadership Executive. A specially assigned sub-committee of the Leadership Executive will also resolve any conflicts among HEAL Investigators.