

DYFED ARCHAEOLOGICAL TRUST

POLICY ON INTELLECTUAL PROPERTY RIGHTS



Current since: October 2008

Adopted at the Management Committee [board] Meeting of: 23 July 2015

Date of review following first adoption: 2018

Revised following review:

Re-adopted at the Management Committee [board] Meeting of:

Date of review following re-adoption:

DYFED ARCHAEOLOGICAL TRUST ('DAT')
POLICY ON INTELLECTUAL PROPERTY RIGHTS

1. When an employee creates a copyright work in the course of his or her employment, the copyright belongs to the employer (s.11(2) Copyright, Designs and Patents Act 1988), subject to any agreement to the contrary.
2. DAT will be entitled to and will exercise intellectual property rights over records, models, designs, documents, papers, artwork, computer programmes and other works ('the materials') produced by a member of staff of DAT in the course of his/her employment.
3. DAT will not, however, seek unduly to inhibit a member of staff from benefiting from his/her original work. In the event that a member of staff wishes to use the materials for appropriate private purposes either alone, or in conjunction with a third party (e.g. a publisher), DAT will be prepared to consider the granting of a licence on suitable terms, which may include the waiving of any licence fees.
4. The granting of a licence in respect of the materials cannot, however, be assumed and the member of staff concerned will be required to make application for a licence to the Director of DAT at the earliest opportunity.
5. DAT will, as a matter of corporate policy, protect its intellectual property rights arising from collaboration with other parties through appropriate contractual arrangements. In the event that the contract provides for the payment of royalties to DAT, DAT will endeavour that the member of staff concerned in producing the materials will be appropriately rewarded.