



Timely and high quality publication remains a key part of our obligations as researchers.



Authorship roles and timelines should be agreed at an early stage of the project/ before initial drafts are prepared.



Lead (and last/ 'senior') authorship on peer reviewed publications **matters most to early and mid career (E&MCR) researchers**. Senior members of the department might aim for fewer, better publications.



Seniors should support E&MCRs in their team to take the lead (i.e. writing first drafts and taking responsibility for coordinating edits) or the senior position for articles.



Senior colleagues in NDPCHS should be willing to provide initial feedback on a paper **without expecting co-authorship**.



'**Gift authorship**' (i.e. where very minimal/ no contribution has been made to the design conduct, analysis or writing of a paper) **should never be used**, whether at senior or E&MCR level.



Lead authorship can be daunting for those who are relatively inexperienced/who have competing priorities and little time to dedicate to writing. **Publication plans may need to include specific and flexible support** e.g. writing workshops or pairing with one or more experienced researchers for enhanced feedback.



When swift publication is a priority and, despite support being offered, the intended first author is unable to make progress within an agreed time the team should consider **reassigning lead authorship or (where permitted) offer co-lead authorship** for a paper.



Where feasible E&MCR research specialists (eg health economists, statisticians, qualitative researchers) should be encouraged and supported to **write contributions to theory and/or methods in their own field**.



As a multi-disciplinary department we recognise that conventions for who merits authorship and authorship order differ between disciplines (e.g. social science articles have relatively few co-authors and some disciplines list in alphabetical order or order of contribution rather than lead/ senior) and that this will affect people's CVs. **This difference should always be taken into account when comparing CVs for promotions or recognition of distinction**.

These principles are intended to complement NDPCHS Authorship Code of Practice which includes procedure for dispute resolution and are intended to be used alongside the ICMJE Guidelines.

We encourage colleagues to refer to parental or sick leave guidance to manage absences.