

Intellectual property

This agreement recognises the need to set out a clear policy on the patents and inventions and copyright.

Patents and invention

Employees by virtue of the nature of their employment and responsibilities arising from them have an obligation to further the interests of BW.

Any invention (including any method of programming computers), improvement, process or design which is achieved in the course of, and which relates to an employee's employment shall be disclosed to British Waterways and, subject to the relevant provisions of the Patents Act 1977, belong to and is the property of British Waterways.

Copyright

All records, documents and other papers, which relate to any of British Waterways activities and are made or acquired by employees in the course of, and which relates to their employment are the property of British Waterways. The copyright in all such original records, documents and papers shall at all times belong to British Waterways.

The copyright in any material produced by the employee for personal use and reference shall belong to the employee. However, the copyright in documents produced by employees in the course of their employment for the purposes of BW, and produced, used or disseminated by BW, shall belong to British Waterways.