

Research Integrity Annual Statement 1st January 2025 – 31st December 2025

1. Introduction & key contact information

Web address of institutional research integrity page:

<https://www.npl.co.uk/corporate-information/research-integrity-governance>

Named contact points for:

- **Questions/ information on research integrity:**
 - Chief Scientist, [Professor JT Janssen](#)
 - Head of Science, [Professor Bajram Zegiri](#)
 - Head of Metrology, [Professor Richard Brown](#)
 - Director of the Post Graduate Institute, [Professor Richard Burquete](#)
- **Concerns about research integrity or research misconduct:**
 - Please email: integrity@npl.co.uk (Confidential) or ethics@npl.co.uk

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Research Integrity is a bedrock for trust in NPL, our impartiality, probity and the rigorous accuracy and reproducibility of our research. Everyone at NPL is required to act with integrity and comply with our code of conduct and our ethics policy. We are committed to the principles of the concordat to support research integrity:

1. upholding the highest standards of rigour and integrity in all aspects of research
2. ensuring that research is conducted according to appropriate ethical, legal and professional frameworks, obligations and standards
3. supporting a research environment that is underpinned by a culture of integrity and based on good governance, best practice, and support for the development of researchers
4. using transparent, timely, robust and fair processes to deal with allegations of research misconduct, should they arise
5. working together to strengthen the integrity of research and to review progress regularly and openly

As the UK's National Metrology Institute, NPL is keen to support [GO Science to implement the Concordat to Support Research Integrity within Government](#).

This statement is publicly made to fulfil the recommendations made by the Concordat for annual reporting on research integrity and covers the period 1st January 2025 to 31st December 2025. It was presented to NPL's governing body prior to publication. The activities detailed are being undertaken to broaden understanding of research integrity and embed good practice across the organisation. This document is designed to be stand alone, with new developments for the year highlighted in each section, with developments made in previous years that have continued also discussed.

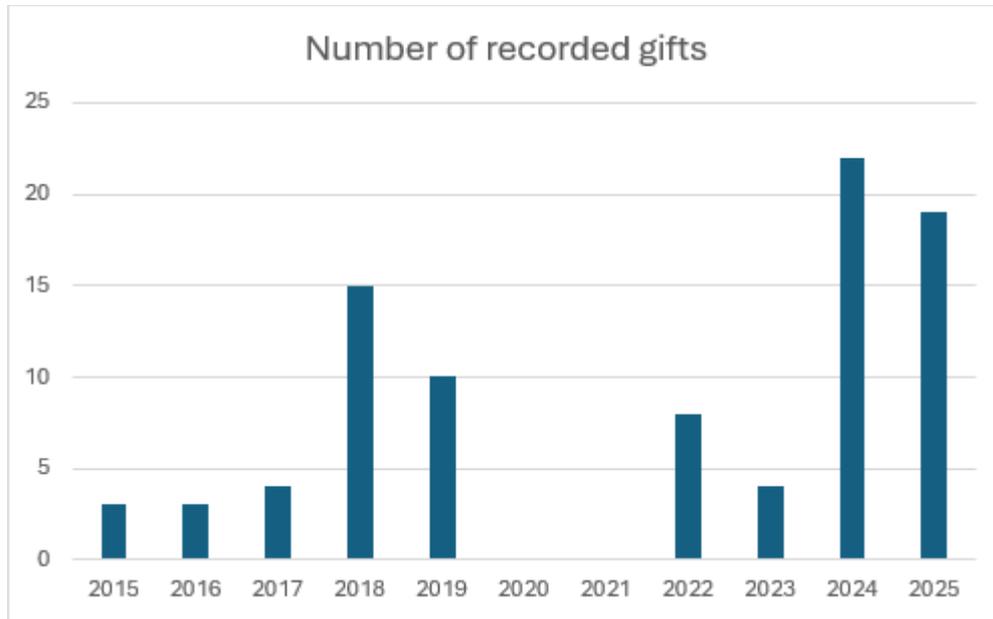
2. Promoting high standards of research integrity and positive research culture

2.1. Current systems and culture

- Following NPL becoming a signatory of the San Francisco Declaration on Research Assessment (DORA) in 2024, NPL’s Head of Science, Professor Bajram Zeqiri, reminded colleagues of the principles of DORA and sought feedback on its impact. This led to the publication of a series of internal blogs titled “DORA and its importance to the scientific method”. These blogs note the importance of peer-review to the scientific method, and its criticality in ensuring the integrity of research.
- NPL’s Head of Metrology, Professor Richard Brown, also published an internal blog celebrating peer-reviewed publications and stated: “Peer-reviewed publications serve as a recognized mark of quality, ensuring that research outputs have undergone rigorous evaluation by experts in the field and that the published work has met a threshold for excellence”.
- NPL’s Knowledge Management System (KMS) remains in place and embedded in the process for publishing technical outputs. Improvements were made to the system in the period, enhancing user experience.
- NPL again ran an internal Assurance Award, with this year’s winner being recognised for their passion and commitment to quality, delivering ‘user friendly’ systems making it more likely for issues to be raised and openly discussed; demonstrating that learning culture is at the heart of an effective quality system.
- In 2025 the NPL Ethics Committee received 15 project requests. Each request was documented and discussed by the committee, approval/rejection recorded and fed back to the project owner, along with feedback and any caveats. In November, two new subject matter experts were recruited to the Ethics Committee, one to reflect the increasing focus on human materials in research, and one to provide expertise on the increasing influence of AI, and the ethics surrounding this. The breakdown of the ethical issue areas can be found in the table below:

Ethical issue	Number of requests
Research involving animals or animal tissue	1
Use of human material	8
Involvement of human participants as test subjects	1
Genetic modification or manipulation	2
Other ethical issues	3
Total	15

- NPL Leaders were reminded of the importance of ethics and the role of the NPL Ethics Committee at a briefing in March. This presentation also highlighted the process for gifts and hospitality, to ensure staff know how to deal with such situations. Statistics for recorded gifts are summarised in the figure below:



2.2. Changes and developments during the period under review

- NPL has carefully introduced generative AI (including large language models) in a phased rollout to staff, with usage requiring staff to read and acknowledge our AI Guardrails for Generative AI procedure.
- NPL has aligned with the principles of Trusted Research (<https://www.npsa.gov.uk/specialised-guidance/trusted-research>) set out by the National Protective Security Authority (NPSA) and National Cyber Security Centre (NCSC). NPL aims to ensure that our research and collaborations are as open as possible and as secure as necessary, with research integrity and research security activities being mutually supportive and beneficial.
- NPL's 2025 mandatory Quality Refresher Training contained a module dedicated to research integrity, covering its definition, why it is important and the five pillars of the UK Concordat on Research Integrity.
- NPL's Fellows and Department Heads of Science have discussed the current trends and challenges related to peer-reviewed publications, from the perspective of researchers, funders and journals, with recommendations expected in 2026.
- Trusted Research and Research Integrity are now part of the NPL corporate induction (first being delivered in 2026).

2.3. External engagement

- NPL remains subscribed to the UK Research Integrity Office (UKRIO)
- NPL remains an affiliate stakeholder of the UK Reproducibility Network.
- Professor Ian Gilmore remains a member of the UK Committee on Research Integrity (UK CORI, <https://ukcori.org/our-people/>) and part of UK CORI's

working group on AI (<https://ukcori.org/our-work/artificial-intelligence-and-research-integrity-enabling-trust-and-innovation/>). The working group has produced two perspective pieces, one of which was commissioned from UCL:

- <https://ukcori.org/wp-content/uploads/2025/04/The-Concordat-to-Support-Research-Integrity-and-Generative-AI.pdf>
- <https://ukcori.org/wp-content/uploads/2025/05/Research-Integrity-in-the-Era-of-Generative-AI-%E2%80%93-A-Perspective.pdf>
- NPL has engaged with the NPSA and the Research Collaboration & Advice Team (RCAT), within the Department for Science, Innovation and Technology (DSIT), to improve our research security and the integrity of our international collaborations.

3. Addressing Research Misconduct

3.1 Statement on processes

NPL has policies, procedures and processes embedded in our Quality Management System (QMS) that allow us to effectively deal with allegations of misconduct. All policies and procedures are subject to regular review and are controlled by the Quality Assurance Team. These include but are not limited to:

- Code of Conduct
- Knowledge, Information and Data Management Policy
- Technical Output Policy
- Ethics Policy
- Whistleblowing Procedure
- Bullying and Harassment Procedure
- Grievance Procedure

A new sub-policy, the Acceptable Use Policy, was introduced in October under the NPL Information Security Policy, providing updated and unified guidance on the secure use of information systems, and IT resources within NPL operations.

Staff are encouraged to raise concerns regarding research integrity and can utilise multiple mechanisms to do so, including a dedicated email inbox monitored by the Chief Scientist Directorate.

3.2 The NPL Statement on any formal investigations of research misconduct that have been undertaken.

A summary is provided in Table 1 showing the number of formal investigations completed in this period and of those, the number which were upheld (either in whole or in part).

NPL confirms that we have fulfilled any requirements to make reports to external bodies, including regulatory and professional bodies, regarding the initiation or completion of a formal investigation.

Professor JT Janssen
Chief Scientist
National Physical Laboratory (NPL)

Table 1 Research Integrity Statement – 1st January 2025 to 31st December 2025

Type of allegation	Number of allegations reported to the organisation	Number of formal investigations	Number upheld in part after formal investigation	Number upheld in full after formal investigation
Fabrication	0	0	0	0
Falsification	0	0	0	0
Plagiarism	0	1	0	0
Failure to meet legal, ethical and professional obligations	0	0	0	0
Misrepresentation	0	0	0	0
Improper dealing with	0	0	0	0

allegations of misconduct				
Multiple areas of concern (when received in a single allegation)	0	0	0	0
Other e.g., unprofessional behaviour relating to research misconduct	0	0	0	0

The investigation noted in Table 1 relates to an allegation of plagiarism declared in the 2024 statement. The bulk of the investigation took place in 2024, with elements of the allegation being re-investigated in 2025 and a final decision made in January 2025.