



Request Ref: 2880

FOI Request dated **23/05/2023** as follows –

1. *Please provide a contact name and email address in case we need to contact you for any clarification regarding your responses.*
2. *Please provide the name of your institution:*
3. *What are the standard contractual arrangements for research only staff at your institution?*
 - They are employed on an open-ended contract*
 - They are employed on a fixed-term contract*
 - They are employed on an open-ended contract but with an identified date for funding ending (an 'at risk' date)*
 - They are initially employed on a fixed-term contract but moved to an open-ended contract after 2 years*
 - They are initially employed on a fixed-term contract but moved to an open-ended contract after 2 years but with an identified date for funding ending (an 'at risk' date)*
 - They are initially employed on a fixed-term contract but moved to an open-ended contract after 4 years*
 - They are initially employed on a fixed-term contract but moved to an open-ended contract after 4 years but with an identified date for funding ending (an 'at risk' date)*
 - There is no standard contract; contract types are decided on a case-by-case basis*
 - Other (please provide details)*
4. *How many research only staff do you currently employ on a fixed-term contract with less than 4 years' service?*
5. *How many research only staff do you currently employ on a fixed-term contract with at least 4 years' service*
6. *Do you offer a period of redeployment to fixed-term research staff (or those with an identified 'at risk' date) where they have priority for suitable vacant or new posts?*
7. *If yes, please state how long you offer redeployment*
8. *In the last 24 months, when members of research staff have come to the end of their fixed-term contract or the project they have been working on has come to an end, what percentage have been successfully redeployed (or had their contract renewed / extended)?*
9. *Do you offer any form of 'bridging' funding to allow research only staff to maintain employment between externally funded projects or other sources of work?*
10. *If yes, please give details (including any criteria that just be met to access such funding)*
11. *Do you offer an enhanced paid notice period to research only staff on fixed-term contracts?*
12. *If yes, please give details*
13. *Do you offer an enhanced redundancy payment to research only staff if they are dismissed at the end of a fixed-term contract?*
 - No, we do not provide any redundancy payments to research only staff dismissed at the end of a fixed-term contract*
 - No, we only offer statutory redundancy pay*
 - Yes, we offer redundancy pay without a weekly pay cap*
 - Yes, other – please give details*
14. *Is the institution a signatory to the Concordat to Support the Career Development of Researchers <https://researcherdevelopmentconcordat.ac.uk/> ?*
15. *Are there on-going efforts improve the security of employment of research only staff at your institution within the next 12 months?*
16. *If yes, please give details, including whether the local branch of UCU is involved in these on-going efforts.*

Response

1. foi@hull.ac.uk
2. University of Hull
3. They are employed on a fixed-term contract

In line with our Policy on the use of fixed term contracts, continuing contracts are the normal form of employment and are used when there is an expected need for the work to be done indefinitely. Fixed-term contracts are only used for transparent and objective reasons when there is a genuine fixed term need, for example, when the work is for a finite period of time. Fixed term contracts are reviewed at least annually by Deans/Directors to ensure the need for them to be fixed term remains, and staff are transferred to continuing contract where the reason for requiring the post to be fixed term no longer applies.

4. From our current research only group of employees 78 have a continuous service start date of less than 4 years.

5. From our current research group of employees 21 have a continuous service start date that is longer than 4 years. *Alongside these there are 17 research only staff employed on a continuing basis.*

6. Yes, in cases where an employee has been employed continuously by the University for at least one year by the contract end date and the work they were undertaking has ceased or diminished, the University will take all reasonable steps to find suitable redeployment for the member of staff. This includes adding the employee's name to the University's redeployment register so that they receive notification of vacancies as they arise – at the same time as other eligible redeployees.

7. Up to 6 months before the contract comes to an end

8. In the 2-year period 26 May 21 to 25 May 2023, the number of researches only staff the University employed totals 191 with a combined FTE of 115.37.

35% (77 or 47 FTE) of the contracts have received an extension. 15.18% (40 or 15.36 FTE) received a further contract of employment that was not an extension or redeployment opportunity (either by application or named request).

All employees with 1 years' service employed on fixed term basis are given the option to be placed on the redeployment register, 27.74% (53 or 23.67 FTE) asked to be placed on the register 3.62% (5 or 2.19 FTE) were successfully redeployed.

1.36% (3 FTE) moved from fixed term to continuing contracts.

53.40% (101 or 72 FTE) have expected end dates outside of the period.

15.18% (29 or 10 FTE) resigned from the contract before the end date.

*It should be noted that an employee can appear in 1 or more of the groups above.

9. Where there is a need for a fixed-term contract to be extended beyond the end date, an extension to the existing contract will be issued. Where a contract extension is dependent on external monies, which are expected but have not yet been confirmed, the department would provide bridge funding to cover any gap, if the individual is expected to continue working. This is to ensure that an individual maintains their continuity of employment.

10. as per Q9

11. The notice period for academic employees varies by grade but not by contract type (e.g., fixed-term or continuing). For example, academic staff employed on bands 7 to 10 are entitled to 4 weeks' notice during a probationary period and 4 months' notice outside of probationary period.

12. As per Q11

13. No, we only offer statutory redundancy pay

14. The University is a signatory to the Concordat to Support the Career Development of Researchers. The concordat reach extends across the full academic community from PDRA's, ECRs and lecturers to Co-I's, PI's and those in academic leadership roles. The most recent commitment being to the revised principles, signed by the chair of the Concordats Steering Group, in October 2019. The Concordat pillars of 'environment and culture', 'employment' and 'professional development' are clearly aligned to our strategy 2030 ambitions; the appointment of an Associate PVC, (Research Culture) a clear indicator of our focus in this regard.

15. HR works regularly with Deans/Directors and Managers to review the ending of and renewal of fixed term contracts and to monitor and understand what further funding and or extensions are available, options for transferring the employee to a continuing contract were the reason for requiring the post to be fixed term no longer applies are also reviewed.

16. The above process includes providing our three local campus trade unions, which includes UCU, with a quarterly data and analysis report for overview and to pick up discussion on any queries or areas of concern.