

Freedom of Information Act Request ref.33/1430

We have received a Freedom of Information Act request for:

Question	Response
6. Who is responsible for deciding when the circumstances envisioned in clause 2.3 ¹ are satisfied, so that a review is therefore triggered?	An Associate Lecturer (AsL) can raise this with their line manager / Head of School or the Head of Subject could alert the Head of School and seek their view.
7. Who is responsible for undertaking such reviews?	The Head of School.
8. What are the criteria for creating a new permanent lecturing position for an existing HPL?	See 6 above.
9. Who ultimately decides which positions shall be permanent and which shall be HPL?	The budget holder which is normally the Head of School.
10. What are the criteria for deciding this, and how does the university ensure that these criteria are applied consistently?	The duties and responsibilities of AsLs are set out in the published AsL contract of employment . The duties of lecturers, senior lecturers and principal lecturers are set out in the published Academic staff contract of employment and the published library of academic role profiles .

Please provide the following data, which are relevant to the context of these questions:

Question	Response
a. Anonymised details of all reviews in accordance with paragraph 2.3 of the Interpretation Agreement carried out in the last 3 years, and the outcome of each. In each case, please specify the sex and duration (in years) of HPL engagement of the lecturer in question.	HR is aware of one request during 2018/19 from a female AsL with 15 years continuous service with the University and its predecessors.
b. The proportion of current HPLs who are men and women expressed as: - the total numbers of each (headcount) - the totals of employed hours of each	Headcount 266 Female 282 Male Employed hours Female: 28922 Male: 29101
c. The mean term of tenure of women on HPL contract compared with men.	Female: 4.65 years Male: 4.69 years
d. Of the HPLs who have progressed to permanent contracts in the last 3 academic years, the total numbers and proportion of those who are men and women	No AsLs have gone through a progression process from AsL contracts to mainstream academic contracts during the last three years. Some AsLs might have applied for mainstream roles and been appointed to them. Further detail on this would be outside of scope for an FOI.

¹ The contract will in all circumstances be interpreted in accordance with the provisions of the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000. This is particularly the case where decisions are made concerning allocation of work and redundancy, where the University recognises that Associate Lecturers should not receive less favourable treatment than full time employees engaged in the same or similar work on the same type of contract as Associate Lecturers. It is understood that the Associate Lecturer contract is distinct from a fractional academic contract, but where it is established that an Associate Lecturer has been employed to undertake work more in keeping with a fractional contract, this will be drawn to the University's attention, and a review will be undertaken with a view to amending the contract.