

16 June 2023

Freedom of Information Act request, support for and contract terms for research staff, Research Only Staff FOI, IMPFOI-23-273, Imperial College response

What are the standard contractual arrangements for research only staff at your institution?

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)

Please also see the following:

[Fixed term workers | Administration and support services | Imperial College London](#)
[Frequently asked questions | Administration and support services | Imperial College London](#)

How many research only staff do you currently employ on a fixed-term contract with less than 4 years' service?

1812

How many research only staff do you currently employ on a fixed-term contract with at least 4 years' service

238

Please note that the length of service is calculated from the employee start date with Imperial so is their total service length with the college, this may not necessarily be the same as the length of time in their research post if they have moved roles.

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? If yes, please state how long you offer redeployment

Yes, until the end of the notice period.

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)?

The proportion of Fixed-Term Researchers approaching their contract end date between 1 June 2021 and 31 May 2023 whose contract was extended or who changed position is 55%.

The proportion of fixed-term researchers extended or redeployed is based on the period 1 June 2021 to 31 May 2023.

Researchers defined as approaching/nearing the end of their contract are those with a Contract End Date between 1 June 2021 and 31 May 2023 but excluding anyone who left a month before their contract end date and had not previously moved roles or been extended.

Research staff with a contract end date during the report period whose contract end date or position title changed are considered to have been extended or redeployed (this excludes staff moving from research assistant to research associate as this is an automatic grade progression)

Researchers who had multiple extensions or moves have only been counted once.

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? If yes, please give details (including any criteria that just be met to access such funding)

Yes. This is applied locally at department level where departments know future work requiring the researcher's skill set is coming.

Do you offer an enhanced paid notice period to research only staff on fixed-term contracts? If yes, please give details

No.

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 only offer statutory redundancy pay.

Is the institution a signatory to the Concordat to Support the Career Development of Researchers <https://researcherdevelopmentconcordat.ac.uk/> ?

Yes

Are there on-going efforts improve the security of employment of research only staff at your institution within the next 12 months? If yes, please give details, including whether the local branch of UCU is involved in these on-going efforts.

Yes, please see the following: <https://www.imperial.ac.uk/human-resources/recruitment-and-promotions/job-families-and-grades/teaching-and-research-working-group/>