



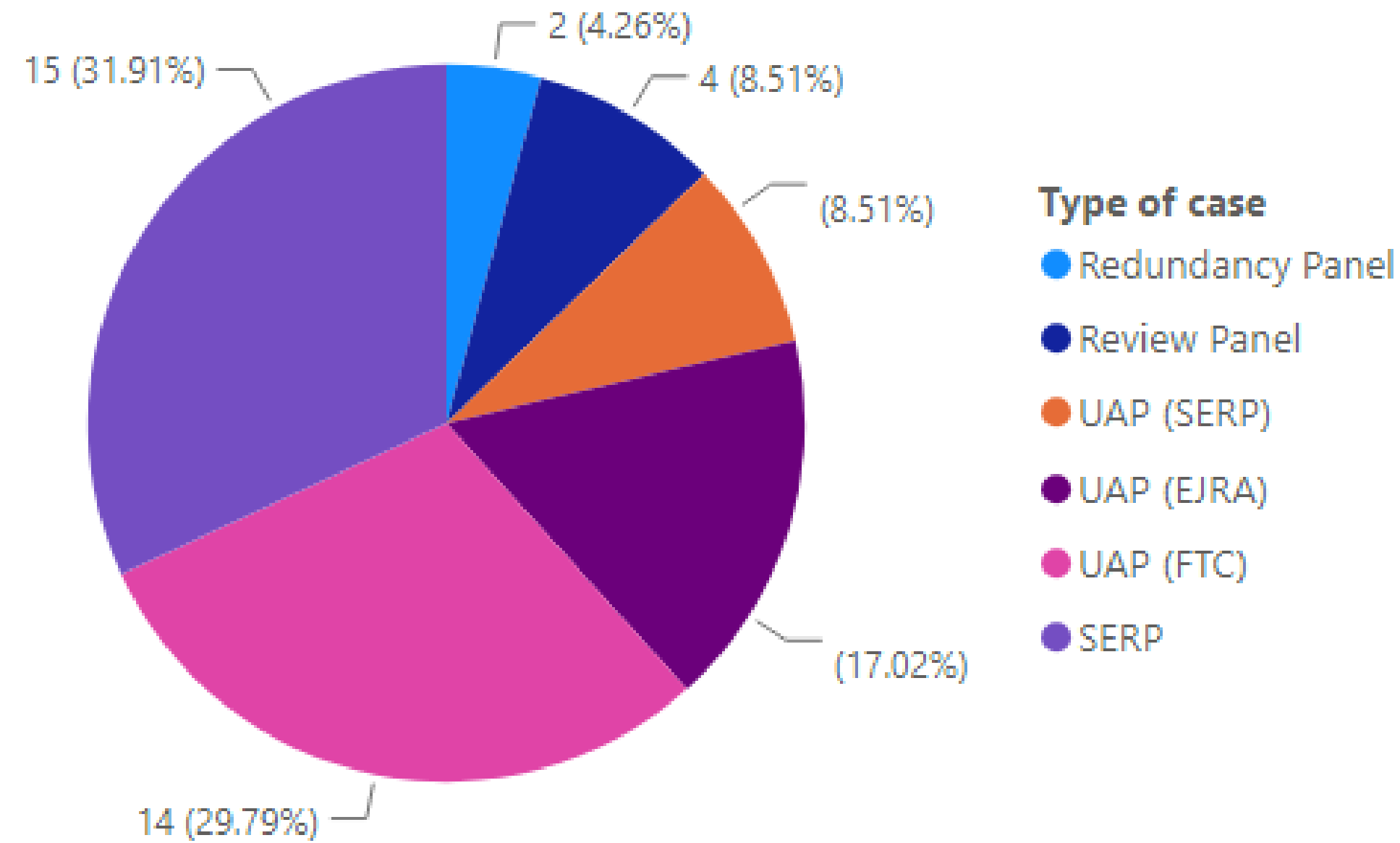
Annual Report on Staff Employment Review Panels (SERPs), University Appeal Panels (UAPs) and Redundancy Panels

Academic year 2023/24



Statute XII hearings since 2017 (1)

Number of cases referred since 2017



2023/24

- annual referrals reached their highest level in 2023/24 (10 referrals) plus several complicated SERP cases referred in 2022/23 were heard in 2023/24.

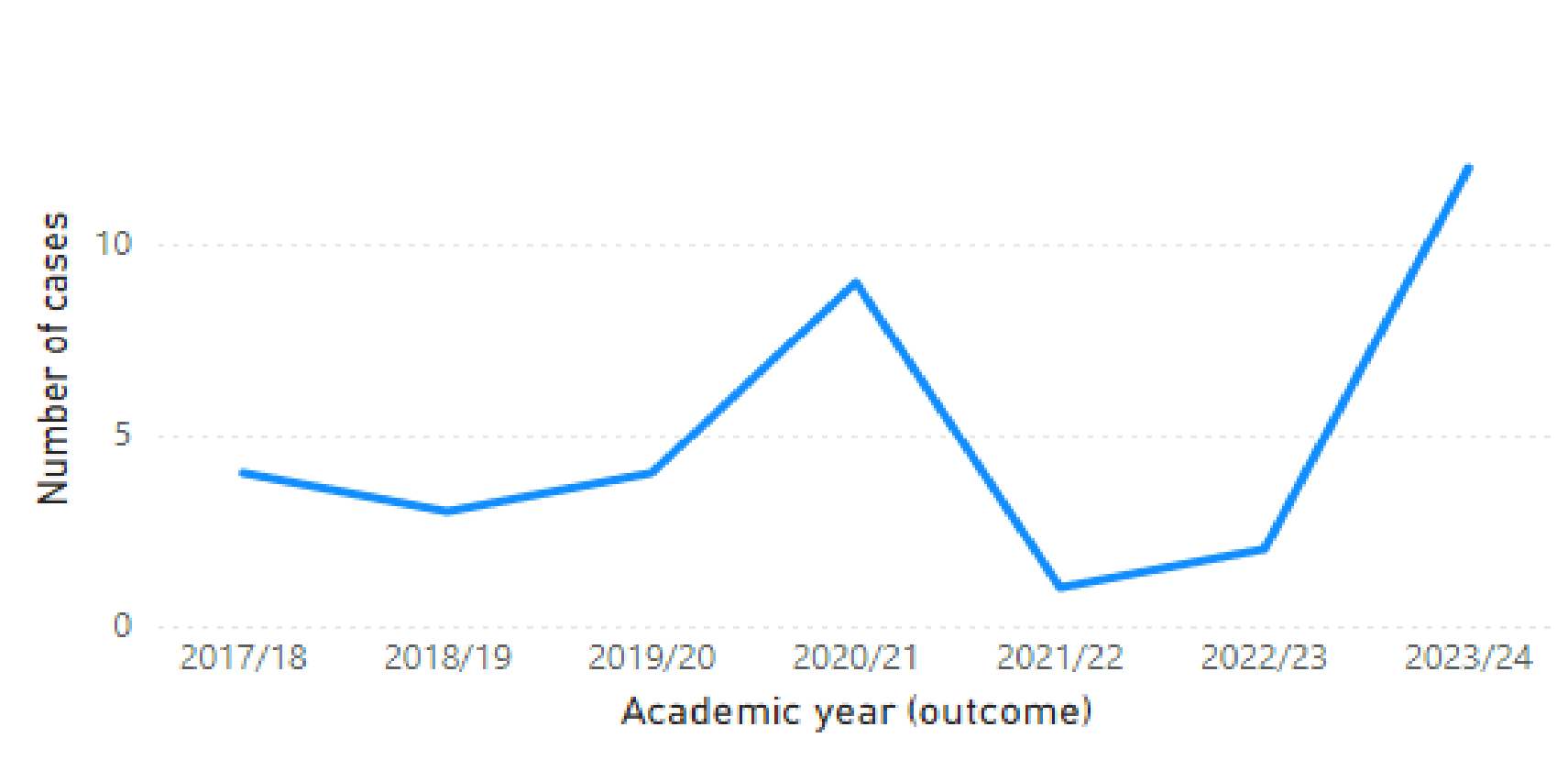
Time taken to reach a hearing

- aim to schedule hearings within 8-12 weeks of referral
- average of 142 days between referral and hearing – some cases take significantly longer for a range of reasons



Statute XII hearings since 2017 (2)

Number of cases by year of outcome



Review Panel

- There have been **four** appeals to a Review Panel against the referral to a SERP; one of which was upheld.

Visitatorial Board

- The Visitatorial Board had not been convened since February 2017, but there is currently **one case** before the Visitatorial Board referred by the Review Panel.

Type of case	Appeal not upheld	Appeal upheld	Dismissal	First warning	Ongoing	Redundancy	Withdrawn - other	Withdrawn - resignation	Written warning	Total
Redundancy Panel					1	1				2
Review Panel	3	1								4
SERP			6	2			3	2	2	15
UAP (EJRA)	4	3					1			8
UAP (FTC)	11						3			14
UAP (SERP)	1	1			2					4
Total	19	5	6	2	3	1	7	2	2	47

Redundancy Panel

- The Redundancy Panel heard **one case** in 2021 (on an open-ended contract), and **one case** has been referred (permanent contract) over the Long Vacation which will be heard in 2024-5.



Statute XII Pool

Composition of the Pool

- The Pool from which Panels are drawn comprises of **46 members** (6 from each academic division, GLAM and UAS, and 10 further members of Congregation, not representing any Division).
- Pool members serve for varying lengths of time (but a term is generally 4 years), and some take on a second term of service.

	Teaching and Research	Not Teaching and Research
Male	8	5
Female	3	22

Plus 3 vacancies (and 5 prospective members awaiting appointment)

Pool members' activities

- The number of cases for which a Pool member has been drawn since 2017 differs across the Pool – because of the smaller number of academic members they are particularly in demand.
- In years with a large number of cases, the demand on Pool members increases. In 23/24 some Panel members served on 3 or 4 Panels.
- Legal Services and HR have run **24 training courses** for Pool members on the processes, regulations and employment law context for the University's processes; on equality and diversity; or covering both these topics.

Composition of Panels

- When drawing Panels, a Panel needs to include at least one of each sex and one of each role-type - further lots are drawn until the criteria are satisfied.



Background – types of case (1)

Staff Employment Review Panels

- If a Department considers that there is **good cause for dismissal** of a member of staff to whom Statute XII applies, and the Vice-Chancellor or their delegate considers that the matter shall proceed further, and that there is no reasonable prospect that the determination of the complaint will or may involve an issue of academic freedom, the case is referred to a SERP.
- The SERP comprises **five members** of the Pool, whose names are drawn by lot, the first drawn being Chair of the Panel. The Pool is elected by and from Congregation. The Panel conducts an oral hearing to decide whether the complaint should be upheld and, if so, what sanction, if any, should be imposed.

Review Panel

- If the member of staff wishes to appeal against the referral to a SERP, on the grounds that there is a reasonable prospect that the determination of the complaint will or may involve an issue of academic freedom, they may appeal to a Review Panel, comprised of two elected academic members of Council who are drawn by lot.

Visitatorial Board

- Where either the Vice-Chancellor or the Review Panel decides that there is or may be an issue of academic freedom, the case is referred to a Visitatorial Board.



Background – types of case (2)

Redundancy Panel

- Members of the Pool are drawn where Congregation approves a resolution to establish a Redundancy Panel to consider whether compulsory redundancies should be recommended, where no alternative solution has been identified.
- Congregation is not required to approve the referral to a Redundancy Panel in cases involving employees on open-ended contracts where the need for redundancy arises through the withdrawal of funding.

University Appeal Panel

- The outcome of a SERP may be appealed to a UAP, which is constituted in the same way as a SERP. A UAP will also hear appeals against the decision of the EJRA Committee on the extension of retirement age, against decisions of the Redundancy Panel and against the ending of a fixed term contract.