



University of East Anglia

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[REDACTED]

18 July 2016

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_16-138)

We have now considered your request of 05 July 2016 as clarified on 06 July for information relating to the use of temporary or non-permanent academic staff.

Our response is on page 2 of this letter, together with a copy of your request.

We hope this information will meet your requirements, however if you are not satisfied you have the right of appeal. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

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Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Dave Palmer
Information Policy and Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_16-138)

1. *In the 2015-16 academic year, how many academic staff at your institution were employed on short term contracts (of one year or less in duration)?*

- What proportion (%) did this represent of all academic staff at your institution?

- Where available, please also provide this information for individual faculties or departments.

Academic figures below include ATR Staff (Academic, Teaching & Research), ATS Staff (Academic, Teaching & Scholarship) and AT Staff (Associate Tutors).

Faculty / Schools	Academic staff on short term contracts	Total academic staff	Proportion of academic staff on short term contracts
CDS - Central Divisions & Services	8	28	28.6%
CSED - Centre for Staff & Educational Development	2	7	28.6%
DOS - Dean of Students Office	0	1	0.0%
SCVA - Sainsbury Centre for Visual Arts	6	15	40.0%
VCO - Vice-Chancellor's Office	0	5	0.0%
FMH - Faculty of Medicine & Health Sciences	198	556	35.6%
HSC - School of Health Sciences	144	308	46.8%
MED - Norwich Medical School	54	249	21.7%
HUM - Faculty of Humanities	159	441	36.1%
AMA - School of Art, Media & American Studies	52	118	44.1%
HIS - School of History	24	69	34.8%
HUM - Faculty of Humanities	3	20	15.0%
LDC - School of Literature, Drama & Creative Writing	52	124	41.9%
PPL - School of Pol, Phi, Lang & Communication Studies	27	102	26.5%
SISJAC - Sainsbury Institute	0	3	0.0%

Faculty / Schools	Academic staff on short term contracts	Total academic staff	Proportion of academic staff on short term contracts
SRU - Sainsbury Research Unit	0	6	0.0%
SCI - Faculty of Science	206	613	33.6%
BIO - School of Biological Sciences	13	72	18.1%
CHE - School of Chemistry	3	39	7.7%
CMP - School of Computing Sciences	0	30	0.0%
ENV - School of Environmental Sciences	1	63	1.6%
MTH - School of Mathematics	1	30	3.3%
PHA - School of Pharmacy	2	39	5.1%
SCI - Faculty of Science	187	328	57.0%
TSL - The Sainsbury Laboratory	0	7	0.0%
TYN - Tyndall Centre for Climatic Change	0	6	0.0%
SSF - Faculty of Social Sciences	152	519	29.3%
DEV - School of International Development	35	86	40.7%
ECO - School of Economics	18	73	24.7%
EDU - School of Education & Lifelong Learning	33	106	31.1%
LAW - School of Law	13	53	24.5%
NBS - Norwich Business School	25	120	20.8%
PSY - School of Psychology	16	50	32.0%
SSF - Faculty of Social Sciences	0	2	0.0%
SWK - School of Social Work	11	30	36.7%
Grand total	723	2157	33.5%

2. Does your university employ academic staff on zero-hours contracts?

If yes:

- *How many academic staff are employed on zero-hours contracts?*
- *What proportion does this represent of all academic staff at your institution?*

Yes, and 582 academic staff are employed on zero-contract hours which represents 27% of all academic staff at the University.

3. Has your university considered the non-permanent or atypical employment of academic staff as an institutional issue in any meetings or reports? This might include the use of zero-hour contracts, short-term contracts, or the casualisation of staff at a general institutional level (we are not concerned with consideration of cases of individual employees).

[Clarified on 06 July to cover the period 2011 to date]

No.

4. What support does your university offer for academic staff on temporary or short-term contracts (e.g. training, office space, IT facilities, research funds, access to training and development)? Please provide a copy of any documents relating to this support (e.g. policies or internal documentation).

Support for staff on temporary and short-term contracts is the same as for staff on indefinite contracts. Publicly available information for staff is available at:

<https://www.uea.ac.uk/hr/employee-information>