

## **Use of fixed-term contracts in the employment of UK academic staff 1995-6 to 2005-6**

In broad terms, there has been little change in distribution of terms of employment for academic staff between 1995-6 and 2004-5. In 1995-6, 57% of academics were employed on a permanent contract; the proportion in 2004-5 was the same. However, there are some major differences among academics according to their primary employment function, particularly for teaching-only academics; and while employment for some types of academics has become more casualised, for others, it has become more secure.

The proportion of teaching-only academics on a permanent contract in 1995-6 was 64%; by 2004-5, that had fallen to 39%. The proportion of research-only academics on a permanent contract in 1995-6 was 6%; by 2004-5, that proportion had risen to 11%, with a sharp rise from 2003-4, coinciding with the introduction of the revised HESA methodology. For the main group of academics, employed to do teaching and research, the proportion on a permanent contract in 1995-6 was 82%, rising to 86% in 2004-5. The European Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations, which come into effect from July 2006, aim to prevent fixed-term employees being treated less favourably than similar permanent employees, and will limit the use of successive fixed term contracts. Once a fixed-term employee has four years' continuous service on two or more contracts, the contract automatically becomes indefinite from July 2006 unless the continued use is objectively justified. It is likely that the regulations will considerably reduce the proportion of staff working on fixed-term contracts; in preparation for the July 2006 deadline, a number of higher education employers have been working towards a reduction in the use of fixed-term contracts.

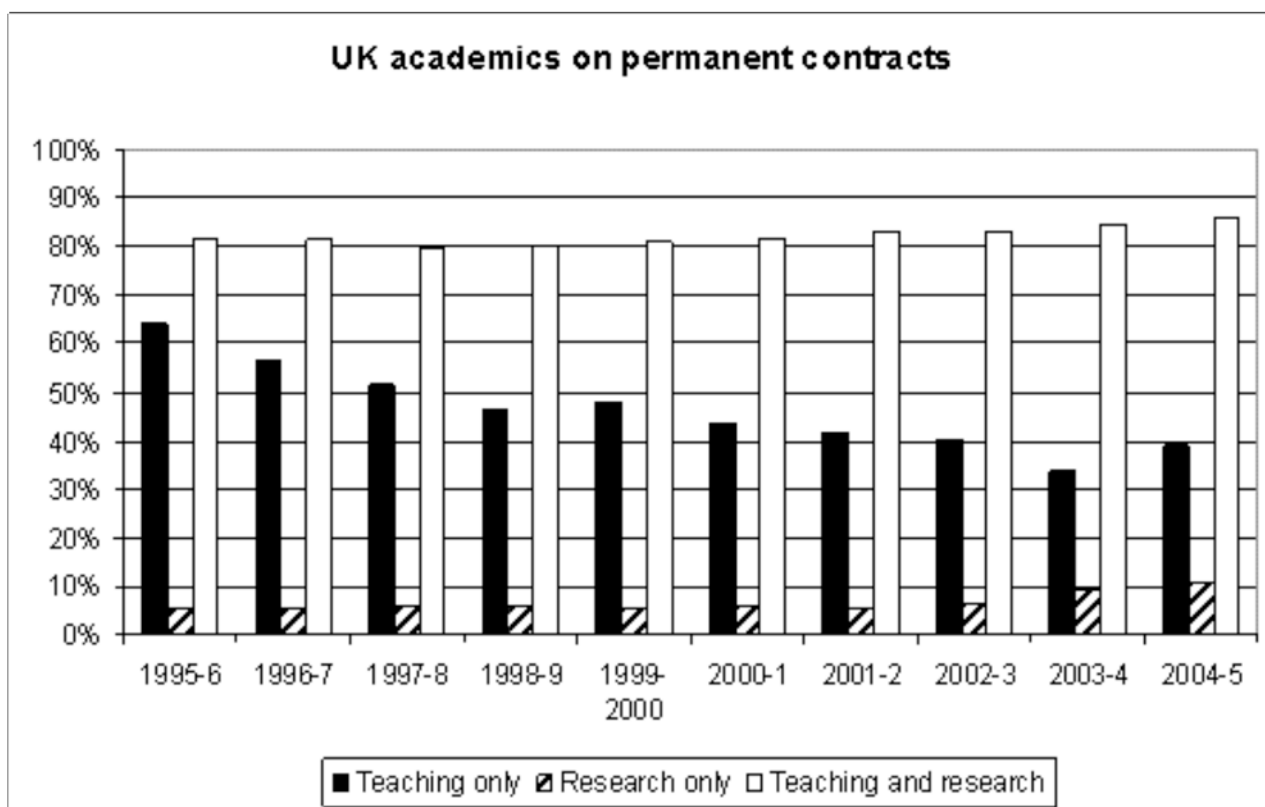
Data provided by the Higher Education Statistics Agency for 2005-6 showed that the proportion of research-only academic staff in the UK on fixed-term contracts was 84.7% for that year. This indicates a continuing reduction in the proportion of research-only academics being employed on fixed-term contracts.

## Use of fixed-term contracts in the employment of UK academic staff 1995-6 to 2004-5

1995-6	Teaching only	Research only	Teaching and research	Total
Permanent	63.9%	5.8%	81.6%	57.3%
Fixed term	21.1%	94.0%	17.8%	40.7%
Other	14.9%	0.2%	0.6%	2.0%
Total	100.0%	100.0%	100.0%	100.0%
1996-7	Teaching only	Research only	Teaching and research	Total
Permanent	56.6%	5.6%	81.4%	56.3%
Fixed term	24.9%	94.2%	17.9%	41.3%
Other	18.6%	0.2%	0.7%	2.4%
Total	100.0%	100.0%	100.0%	100.0%
1997-8	Teaching only	Research only	Teaching and research	Total
Permanent	51.7%	5.9%	79.8%	55.0%
Fixed term	28.4%	93.5%	19.3%	42.3%
Other	19.8%	0.7%	0.9%	2.7%
Total	100.0%	100.0%	100.0%	100.0%
1998-9	Teaching only	Research only	Teaching and research	Total
Permanent	46.5%	6.2%	80.3%	55.1%
Fixed term	29.6%	93.6%	19.0%	42.3%
Other	23.9%	0.2%	0.7%	2.6%
Total	100.0%	100.0%	100.0%	100.0%
1999-2000	Teaching only	Research only	Teaching and research	Grand Total
Permanent	47.8%	5.8%	80.8%	54.7%
Fixed term contract	28.5%	94.1%	18.2%	42.4%
Other	23.7%	0.2%	0.9%	2.8%
Grand Total	100.0%	100.0%	100.0%	100.0%
2000-1	Teaching only	Research only	Teaching & research	Total
Permanent	43.8%	6.1%	81.9%	54.9%
Fixed term	30.3%	93.9%	17.4%	42.4%
Other	25.8%	0.1%	0.6%	2.6%
Total	100.0%	100.0%	100.0%	100.0%
2001-2	Teaching only	Research only	Teaching and research	Total
Permanent	41.7%	5.8%	82.9%	54.8%
Fixed term	30.6%	94.1%	16.5%	42.3%
Other	27.7%	0.1%	0.5%	2.9%
Total	100.0%	100.0%	100.0%	100.0%
2002-3	Teaching only	Research only	Teaching & research	Total
Permanent	40.4%	6.6%	83.3%	54.8%
Fixed term	31.0%	93.2%	16.1%	41.9%
Other	28.6%	0.1%	0.6%	3.3%
Total	100.0%	100.0%	100.0%	100.0%
2003-4	Teaching only	Research only	Teaching and research	Total
Open-ended/Permanent.	33.9%	8.9%	84.4%	55.4%
Fixed-term contract.	66.1%	91.1%	15.6%	44.6%
Total	100.0%	100.0%	100.0%	100.0%
2004-5	Teaching only	Research only	Teaching and research	Total
Open-ended/Permanent.	39.1%	11.0%	85.8%	57.0%
Fixed-term contract.	60.9%	89.0%	14.2%	43.0%
Total	100.0%	100.0%	100.0%	100.0%

The 'Other' category used to 2002-3 was for staff employed on an hourly paid or otherwise casual basis.

Source: HESA; % calculations by UCU

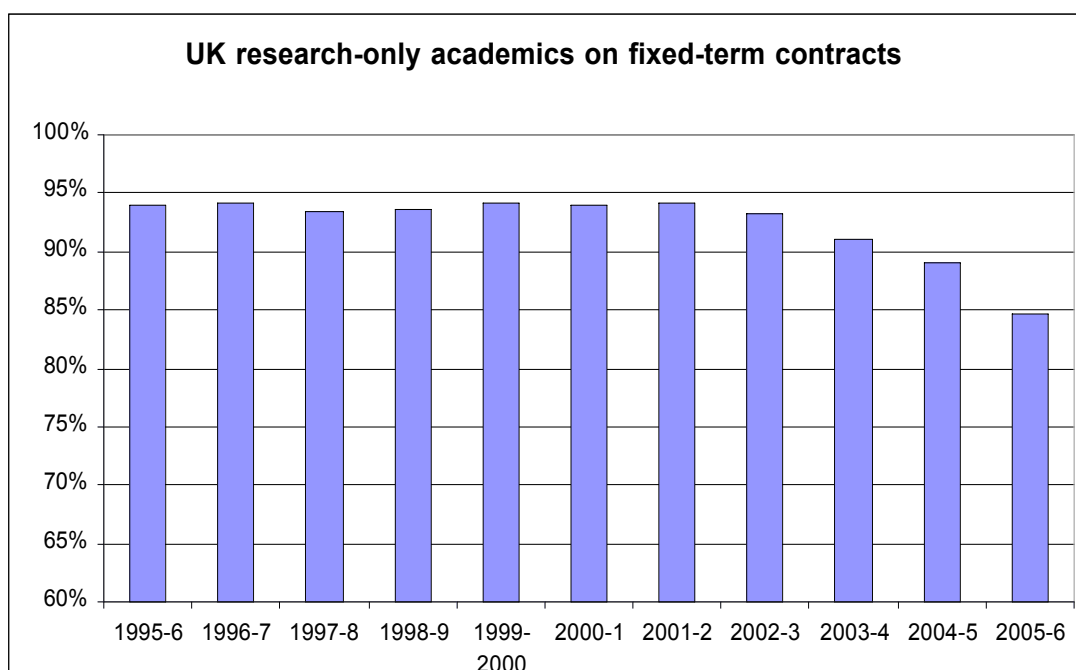


Source: HESA; % calculations by UCU

**UK research-only academics: % on fixed-term contracts 1995-6 to 2005-6**

1995-6	94.0%
1996-7	94.2%
1997-8	93.5%
1998-9	93.6%
1999-2000	94.1%
2000-1	93.9%
2001-2	94.1%
2002-3	93.2%
2003-4	91.1%
2004-5	89.0%
2005-6	84.7%

Source: HESA staff record; percentage calculations by UCU



Source: HESA staff record; percentage calculations by UCU

**Employers with lowest proportion of researcher-only academics on fixed-term contracts 2004-5 (where at least 50 research-only academics employed)**

2004-5	Open-ended/ Permanent 2004-5	Fixed-term Contract 2004-5	Total 2004-5	Fixed-term contract 1995-6
Scottish Agricultural College	77.9%	22.1%	100.0%	37.5%
The Robert Gordon University	67.2%	32.8%	100.0%	99.0%
The University of Greenwich	58.9%	41.1%	100.0%	99.1%
The University of Bristol	52.7%	47.3%	100.0%	96.2%
Sheffield Hallam University	51.3%	48.7%	100.0%	96.9%
Leeds Metropolitan University (*)	46.0%	54.0%	100.0%	17.1%
University of the Arts, London	44.0%	56.0%	100.0%	n/a
The University of Warwick	34.1%	65.9%	100.0%	95.6%
The University of Wolverhampton	32.7%	67.3%	100.0%	100.0%
Napier University	32.5%	67.5%	100.0%	77.8%

(\*) At Leeds Metropolitan University in 1995-6, the majority of research-only academics were on 'other' contracts, apart from fixed-term or permanent

Source: HESA staff record; percentage calculations by UCU

## Employers with highest proportion of research-only academics on fixed-term contracts 2004-5 (where at least 50 research-only academics employed)

2004-5	Open-ended/ Permanent	Fixed-term contract	Total
The University of Lancaster	2.9%	97.1%	100.0%
Imperial College of Science, Technology & Medicine	2.5%	97.5%	100.0%
The University of Dundee	2.2%	97.8%	100.0%
The University of Leicester	1.7%	98.3%	100.0%
The University of Keele	1.1%	98.9%	100.0%
University of Wales, Swansea	1.0%	99.0%	100.0%
The University of Cambridge	0.3%	99.7%	100.0%
The University of Teesside	0.0%	100.0%	100.0%
London South Bank University	0.0%	100.0%	100.0%
London School of Economics and Political Science	0.0%	100.0%	100.0%

Source: HESA staff record; percentage calculations by UCU

## UK HEIs 2004-5 employing 50+ research-only academic staff – ranked by % on fixed-term contracts

2004-5	Open-ended/ Permanent	Fixed-term contract	Total
Scottish Agricultural College	77.9%	22.1%	100.0%
The Robert Gordon University	67.2%	32.8%	100.0%
The University of Greenwich	58.9%	41.1%	100.0%
The University of Bristol	52.7%	47.3%	100.0%
Sheffield Hallam University	51.3%	48.7%	100.0%
Leeds Metropolitan University	46.0%	54.0%	100.0%
University of the Arts, London	44.0%	56.0%	100.0%
The University of Warwick	34.1%	65.9%	100.0%
The University of Wolverhampton	32.7%	67.3%	100.0%
Napier University	32.5%	67.5%	100.0%
Cranfield University	30.6%	69.4%	100.0%
De Montfort University	30.2%	69.8%	100.0%
The University of Bradford	29.3%	70.7%	100.0%
The University of Westminster	28.9%	71.1%	100.0%
Royal Holloway and Bedford New College	27.6%	72.4%	100.0%
Coventry University	26.4%	73.6%	100.0%
University of the West of England, Bristol	26.2%	73.8%	100.0%
University of Durham	21.9%	78.1%	100.0%
The Nottingham Trent University	21.7%	78.3%	100.0%

<b>2004-5</b>	<b>Open-ended/ Permanent</b>	<b>Fixed-term contract</b>	<b>Total</b>
The University of Portsmouth	21.1%	78.9%	100.0%
Heriot-Watt University	20.2%	79.8%	100.0%
The University of Bath	19.5%	80.5%	100.0%
University of Wales, Bangor	19.3%	80.7%	100.0%
The University of Northumbria at Newcastle	18.9%	81.1%	100.0%
Loughborough University	18.9%	81.1%	100.0%
The University of Hull	18.7%	81.3%	100.0%
The University of Stirling	18.0%	82.0%	100.0%
The University of Brighton	17.6%	82.4%	100.0%
The University of Surrey	17.5%	82.5%	100.0%
The Queen's University of Belfast	17.3%	82.7%	100.0%
The University of East Anglia	17.0%	83.0%	100.0%
The Royal Veterinary College	15.8%	84.2%	100.0%
University of Glamorgan	15.3%	84.7%	100.0%
Bournemouth University	15.2%	84.8%	100.0%
The University of Reading	15.1%	84.9%	100.0%
The Open University	14.9%	85.1%	100.0%
University of Wales, Aberystwyth	14.1%	85.9%	100.0%
The University of Leeds	13.3%	86.7%	100.0%
The Institute of Cancer Research	13.2%	86.8%	100.0%
The University of Huddersfield	12.7%	87.3%	100.0%
The University of Glasgow	12.4%	87.6%	100.0%
Institute of Education	11.5%	88.5%	100.0%
St George's Hospital Medical School	11.1%	88.9%	100.0%
The University of Newcastle-upon-Tyne	10.9%	89.1%	100.0%
Queen Mary and Westfield College	10.4%	89.6%	100.0%
The University of Southampton	10.0%	90.0%	100.0%
The School of Pharmacy	9.6%	90.4%	100.0%
The University of Essex	9.5%	90.5%	100.0%
The University of Birmingham	9.4%	90.6%	100.0%
The University of Strathclyde	9.3%	90.7%	100.0%
The University of Sussex	8.7%	91.3%	100.0%
Cardiff University	8.0%	92.0%	100.0%
London School of Hygiene & Tropical Medicine	7.9%	92.1%	100.0%
The University of York	7.6%	92.4%	100.0%

<b>2004-5</b>	<b>Open-ended/ Permanent</b>	<b>Fixed-term contract</b>	<b>Total</b>
The University of Edinburgh	7.4%	92.6%	100.0%
The University of St Andrews	7.0%	93.0%	100.0%
Birkbeck College	6.9%	93.1%	100.0%
City University	6.8%	93.2%	100.0%
The University of Oxford	6.2%	93.8%	100.0%
Oxford Brookes University	5.9%	94.1%	100.0%
Brunel University	5.2%	94.8%	100.0%
Liverpool John Moores University	5.2%	94.8%	100.0%
The University of Sheffield	5.1%	94.9%	100.0%
Middlesex University	5.0%	95.0%	100.0%
University of Ulster	4.5%	95.5%	100.0%
The University of Aberdeen	4.4%	95.6%	100.0%
The University of Exeter	4.3%	95.7%	100.0%
The University of Salford	4.3%	95.7%	100.0%
The University of Nottingham	4.2%	95.8%	100.0%
The University of Manchester	4.0%	96.0%	100.0%
The School of Oriental and African Studies	3.8%	96.2%	100.0%
University College London	3.7%	96.3%	100.0%
King's College London	3.4%	96.6%	100.0%
The University of Liverpool	3.3%	96.7%	100.0%
The University of Kent	3.0%	97.0%	100.0%
The University of Lancaster	2.9%	97.1%	100.0%
Imperial College of Science, Technology & Medicine	2.5%	97.5%	100.0%
The University of Dundee	2.2%	97.8%	100.0%
The University of Leicester	1.7%	98.3%	100.0%
The University of Keele	1.1%	98.9%	100.0%
University of Wales, Swansea	1.0%	99.0%	100.0%
The University of Cambridge	0.3%	99.7%	100.0%
The University of Teesside	0.0%	100.0%	100.0%
London South Bank University	0.0%	100.0%	100.0%
London School of Economics and Political Science	0.0%	100.0%	100.0%
<b>Total</b>	<b>11.0%</b>	<b>89.0%</b>	<b>100.0%</b>

Source: HESA staff record; percentage calculations by UCU

## Total number of research-only academic staff 2004-5

	Wholly institutionally financed	All other sources of finance	Total
<b>Total UK</b>	<b>9020</b>	<b>27080</b>	<b>36100</b>
<b>Total England</b>	<b>7520</b>	<b>21890</b>	<b>29410</b>
Anglia Ruskin University	5	0	<b>5</b>
Aston University	0	0	<b>0</b>
Bath Spa University	0	0	<b>0</b>
The University of Bath	25	250	<b>275</b>
Birkbeck College	150	0	<b>150</b>
Birmingham College of Food, Tourism and Creative Studies	0	0	<b>0</b>
The University of Birmingham	140	745	<b>885</b>
Bishop Grosseteste College	0	0	<b>0</b>
The University of Bolton	0	0	<b>0</b>
The Arts Institute at Bournemouth	0	0	<b>0</b>
Bournemouth University	60	5	<b>65</b>
The University of Bradford	50	65	<b>115</b>
The University of Brighton	85	55	<b>145</b>
The University of Bristol	145	870	<b>1015</b>
Brunel University	115	0	<b>115</b>
Buckinghamshire Chilterns University College	20	5	<b>25</b>
The University of Cambridge	15	2310	<b>2325</b>
The Institute of Cancer Research	20	395	<b>415</b>
Canterbury Christ Church University	5	10	<b>15</b>
University of Central England in Birmingham	0	0	<b>0</b>
The University of Central Lancashire	35	10	<b>50</b>
Central School of Speech and Drama	0	0	<b>0</b>
University of Chester	20	0	<b>20</b>
University of Chichester	5	0	<b>5</b>
City University	120	55	<b>175</b>
Conservatoire for Dance and Drama	0	0	<b>0</b>
Coventry University	55	0	<b>55</b>
Courtauld Institute of Art	0	0	<b>0</b>



	<b>Wholly institutionally financed</b>	<b>All other sources of finance</b>	<b>Total</b>
Cranfield University	280	0	<b>280</b>
Cumbria Institute of the Arts	0	0	<b>0</b>
Dartington College of Arts	5	0	<b>5</b>
De Montfort University	90	55	<b>145</b>
University of Derby	5	0	<b>5</b>
University of Durham	80	325	<b>400</b>
The University of East Anglia	40	315	<b>355</b>
The University of East London	25	10	<b>40</b>
Edge Hill College of Higher Education	5	5	<b>10</b>
The University of Essex	20	120	<b>135</b>
The University of Exeter	60	220	<b>275</b>
University College Falmouth	0	5	<b>10</b>
University of Gloucestershire	5	0	<b>5</b>
Goldsmiths College	25	20	<b>45</b>
The University of Greenwich	120	15	<b>135</b>
Harper Adams University College	5	5	<b>10</b>
University of Hertfordshire	10	15	<b>20</b>
Homerton College	0	0	<b>0</b>
The University of Huddersfield	25	30	<b>55</b>
The University of Hull	85	70	<b>155</b>
Imperial College of Science, Technology & Medicine	110	1650	<b>1760</b>
Institute of Education	25	140	<b>165</b>
The University of Keele	5	105	<b>110</b>
The University of Kent	15	120	<b>135</b>
Kent Institute of Art & Design	0	0	<b>0</b>
King's College London	190	1000	<b>1190</b>
Kingston University	45	0	<b>45</b>
The University of Lancaster	35	270	<b>305</b>
Leeds Metropolitan University	50	20	<b>70</b>
The University of Leeds	390	515	<b>905</b>
The University of Leicester	75	385	<b>460</b>
The University of Lincoln	25	5	<b>30</b>
Liverpool Hope University	0	0	<b>0</b>
Liverpool John Moores University	45	65	<b>110</b>
The University of Liverpool	45	645	<b>690</b>

	<b>Wholly institutionally financed</b>	<b>All other sources of finance</b>	<b>Total</b>
University of the Arts, London	70	0	<b>70</b>
London Business School	5	10	<b>15</b>
University of London (Institutes and activities)	15	30	<b>45</b>
London Metropolitan University	95	0	<b>95</b>
London South Bank University	80	0	<b>80</b>
London School of Economics and Political Science	130	250	<b>380</b>
London School of Hygiene & Tropical Medicine	15	185	<b>205</b>
Loughborough University	85	275	<b>360</b>
University of Luton	5	5	<b>5</b>
The Manchester Metropolitan University	0	0	<b>0</b>
The University of Manchester	975	550	<b>1525</b>
Middlesex University	65	15	<b>80</b>
The University of Newcastle-upon-Tyne	215	640	<b>860</b>
Newman College of HE	0	0	<b>0</b>
The University of Northampton	15	0	<b>15</b>
The University of Northumbria at Newcastle	40	85	<b>125</b>
Norwich School of Art and Design	0	0	<b>0</b>
The Nottingham Trent University	25	55	<b>80</b>
The University of Nottingham	145	690	<b>835</b>
The Open University	70	85	<b>155</b>
Oxford Brookes University	45	25	<b>70</b>
The University of Oxford	410	2085	<b>2495</b>
The University of Plymouth	0	20	<b>20</b>
The University of Portsmouth	50	50	<b>100</b>
Queen Mary and Westfield College	80	465	<b>545</b>
Ravensbourne College of Design and Communication	0	0	<b>0</b>
The University of Reading	90	280	<b>370</b>
Roehampton University	10	0	<b>15</b>
Rose Bruford College	0	0	<b>0</b>
Royal Academy of Music	0	0	<b>0</b>
Royal Agricultural College	0	0	<b>0</b>
Royal College of Art	5	30	<b>35</b>
Royal College of Music	5	5	<b>10</b>
The Royal College of Nursing	20	5	<b>20</b>
Royal Holloway and Bedford New College	25	120	<b>140</b>

	<b>Wholly institutionally financed</b>	<b>All other sources of finance</b>	<b>Total</b>
Royal Northern College of Music	0	0	<b>0</b>
The Royal Veterinary College	20	40	<b>55</b>
St George's Hospital Medical School	30	260	<b>290</b>
College of St Mark and St John	0	0	<b>0</b>
St Martin's College	0	0	<b>0</b>
St Mary's College	0	0	<b>0</b>
The University of Salford	55	15	<b>70</b>
The School of Oriental and African Studies	5	50	<b>55</b>
The School of Pharmacy	10	40	<b>50</b>
Sheffield Hallam University	55	100	<b>155</b>
The University of Sheffield	105	815	<b>925</b>
Southampton Solent University	15	0	<b>15</b>
The University of Southampton	135	830	<b>970</b>
Staffordshire University	10	25	<b>35</b>
The University of Sunderland	5	35	<b>40</b>
The Surrey Institute of Art and Design, University College	0	0	<b>0</b>
The University of Surrey	60	240	<b>300</b>
The University of Sussex	35	265	<b>300</b>
The University of Teesside	10	40	<b>50</b>
Thames Valley University	0	5	<b>5</b>
Trinity and All Saints College	0	0	<b>0</b>
Trinity Laban	0	0	<b>0</b>
University College London	465	1460	<b>1925</b>
The University of Warwick	350	315	<b>665</b>
University of the West of England, Bristol	60	60	<b>120</b>
The University of Westminster	30	80	<b>110</b>
Wimbledon School of Art	0	0	<b>0</b>
The University of Winchester	0	0	<b>0</b>
The University of Wolverhampton	50	5	<b>50</b>
University of Worcester	10	0	<b>10</b>
Writtle College	0	0	<b>0</b>
York St John College	5	0	<b>5</b>
The University of York	195	330	<b>530</b>
<b>Total Wales</b>	<b>410</b>	<b>1030</b>	<b>1440</b>

	<b>Wholly institutionally financed</b>	<b>All other sources of finance</b>	<b>Total</b>
University of Wales, Aberystwyth	40	55	<b>90</b>
University of Wales, Bangor	40	175	<b>215</b>
Cardiff University	225	650	<b>870</b>
University of Wales Institute, Cardiff	15	0	<b>15</b>
The University of Wales (central functions)	20	5	<b>25</b>
University of Glamorgan	50	50	<b>100</b>
The University of Wales, Lampeter	0	0	<b>5</b>
The University of Wales, Newport	0	0	<b>0</b>
The North-East Wales Institute of Higher Education	0	10	<b>15</b>
Royal Welsh College of Music and Drama	0	0	<b>0</b>
Swansea Institute of Higher Education	0	0	<b>0</b>
University of Wales, Swansea	25	80	<b>105</b>
Trinity College, Carmarthen	0	5	<b>5</b>
<b>Total Scotland</b>	<b>935</b>	<b>3575</b>	<b>4515</b>
The University of Aberdeen	85	410	<b>495</b>
University of Abertay Dundee	5	35	<b>40</b>
Bell College	0	0	<b>0</b>
The University of Dundee	85	440	<b>530</b>
Edinburgh College of Art	15	0	<b>15</b>
The University of Edinburgh	130	1065	<b>1195</b>
Glasgow Caledonian University	10	30	<b>40</b>
Glasgow School of Art	10	5	<b>20</b>
The University of Glasgow	105	715	<b>815</b>
Heriot-Watt University	35	195	<b>235</b>
Napier University	85	0	<b>85</b>
The University of Paisley	0	20	<b>20</b>
Queen Margaret University College, Edinburgh	20	0	<b>20</b>
The Robert Gordon University	95	5	<b>100</b>
The Royal Scottish Academy of Music and Drama	5	0	<b>5</b>
The University of St Andrews	45	240	<b>285</b>
Scottish Agricultural College	60	0	<b>60</b>
The University of Stirling	75	75	<b>150</b>
The University of Strathclyde	70	335	<b>410</b>
UHI Millennium Institute	0	0	<b>0</b>

	<b>Wholly institutionally financed</b>	<b>All other sources of finance</b>	<b>Total</b>
<b>Total Northern Ireland</b>	<b>155</b>	<b>585</b>	<b>740</b>
The Queen's University of Belfast	75	410	<b>485</b>
St Mary's University College	0	0	<b>0</b>
Stranmillis University College	0	5	<b>10</b>
University of Ulster	75	170	<b>245</b>

In this table 0, 1, 2 are rounded to 0. All other numbers are rounded up or down to the nearest 5.

Source: HESA Resources of Higher Education Institutions 2004/05

**UCU Research**

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