**Survey**

**Post 92 / HE 2000 Contract and the REF survey**

This short survey is a timely means by which branches can input directly and tell us what’s happening on the ground so please take a few minutes to tell us what’s going on.

Can you please complete the survey by pasting the questions and your answers into a word document and return to Rob Copeland, policy officer rcopeland@ucu.org.uk and Paul Bridge Head of Higher Education pbridge@ucu.org.uk; **by Friday 26 October.**

**REF section**

The survey below seeks responses from your branch that will provide greater visibility in regards to how the REF impacts in national contract institutions on matters such as career development and pathways, research time, inclusion and exclusion criterion, the involvement of UCU as well as the impact on staff on casualised contracts.

**National contracts section**

Branches report that there are a number of live issues with the contracts and how they have been subject to a variety of pressures over recent years. The survey will inform and shape how UCU responds at both branch and UK level. Your responses will therefore be very helpful in how UCU understands what’s happening with the national contracts and what steps are being taken already and what UCU should consider doing further in regards to the unions ongoing defence of the national contracts.

Branches also report that there are live negotiations on a wide range of contractual matters such as role profiles and career pathways, workload and teaching maxima. The local negotiations also cover the extent to which staff in national contract institutions are included in the REF and the processes, agreements and criteria that are used and in place.

**SECTION ONE**

**Questions on the REF and the Post 92 contract and HE 2000 Contract**

1. Can you tell us what is different about your employers approach to this REF exercise when compared to the last one in 2014?
2. Can you tell us what specific time is allocated and what resources are available for research for Teaching & Scholarship, Teaching & Research and Research roles at your institution?
3. In regards to 1 and 2 above, can you tell us by what process or agreement with UCU both time and resources are determined and allocated?
4. Can you tell us how members engage actively in independent research, apply for time off for research leave and how this relates to the Post 92 contract or HE 2000 entitlements?
5. Can you tell us how expectations and practices are changing in regards to the REF and research activities with specific reference to Post 92 contract /HE 2000 contractual entitlements, career pathways and role profiles at your institution?
6. Can you tell us about the selection process used in regards to how staff are included in the REF at your institution?
7. Can you tell us about the role of the branch in that process?
8. Can you tell us about how staff on casual, fixed term part time, hourly paid and fractional contracts are included in the REF at your institution?
9. Can you tell us about how equality considerations are part of your institutions REF processes?
10. Is there anything else you wish to tell us about the REF and research activities at you institution?

**SECTION TWO**

**Questions on the Post 92 Contract/ HE 2000 Contract**

When considering the Post 92 contract or HE 2000 in Scotland, please describe to what extent changes have occurred in your branch to;

1.     Academic career pathways.

2.     Teaching and Scholarship, Teaching and Research and Research role profiles/descriptors.

3.     Grading and pay boundaries against role descriptors.

1. Agreed limits on teaching hours.
2. Workload, annualised hours and workload allocation models.
3. Self –directed research.
4. The definition of Formal Scheduled Teaching.
5. Cascading of responsibilities from higher graded roles to lower graded roles.
6. Recognition for leadership/programme/course development roles.
7. The normal expectation of progression from lecturer to senior lecturer.
8. The criteria and process for career progression through the grade boundary.
9. The Appraisal process.
10. The pay scale entry point for Teaching roles.
11. Hourly paid, fixed term, fractional and casual contract staff.
12. Any other comments you wish to provide.