

University of Birmingham

Addendum to Conditions of Employment Governing:

- **Academic Teaching Staff** - Professors, Readers, Senior Lecturers, Lecturers and Instructors, including Clinical Academic Teaching Staff (other than those on the 'New Clinical Contract'): paragraphs 35 – 39
- **Research and Analogous Staff** - Senior Fellows, Senior Research Fellows, Research Fellows, Research Associates and research analogous staff, including research staff with the title of Reader and Clinical Research Staff (other than those on the 'New Clinical Contract'): paragraphs 36 – 40
- **Clinical Academic Teaching and Research Staff Holding Honorary Consultant Medical or Dental Contracts in National Health Service Organisations** (ie the 'New Clinical Contract'): paragraphs C50 – C55
- **Academic Information Services Staff**: paragraphs 36 – 40

Following a decision of the University Council in July 2008, the paragraph numbers of the conditions of employment referred to above notwithstanding, new procedures have been adopted which replace and extend appendices 7 (Disciplinary Procedure), 8 (Appeals) and 9 (Grievance Procedure) which are withdrawn. With effect from 1 January 2009 the following University Ordinances apply:

Ordinance 3.19	Removal from office as Pro-Vice-Chancellor, Head of School, or such other academic officer as has been designated by Council http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.19.pdf
Ordinance 3.20	Redundancy dismissals http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.20.pdf
Ordinance 3.21	Disciplinary procedure and dismissals http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.21.pdf (replaces Appendix 7)
Ordinance 3.22	Incapacity on health grounds http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.22.pdf
Ordinance 3.23	Fixed term contracts http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.23.pdf
Ordinance 3.24	Probation http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.24.pdf
Ordinance 3.25	Dismissal on other grounds http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.25.pdf

Ordinance 3.26 Clinical academic staff
http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.26.pdf

Ordinance 3.27 Grievances
http://www.as.bham.ac.uk/legislation/docs/Ordinances_3.27.pdf
(replaces Appendix 9)

Appendix 8 is replaced by appeals provisions set out in the individual Ordinances.

These Ordinances may be accessed on the University's web site (at the link shown in brackets) or may be obtained from the Office of the Director of Human Resources.

January 2009

Paragraph to be inserted into contract letters (pending revisions to the general conditions of employment for these groups):

“Attention is drawn to the adoption by the University of new procedures which replace and extend those formerly set out in Appendices 7, 8 and 9 of the attached conditions of employment. The new procedures can be accessed on the University’s web-site (see Addendum to conditions of employment) or may be obtained from the Office of the Director of Human Resources.”

NB: This paragraph NOT to be inserted into contracts of employment for Administrative and Other Related Staff or Support Staff, whose contracts are unaffected by the current changes to Statutes.