

Principal: Professor Jim McDonald

PROFESSOR/READER IN E-GOVERNANCE LAW

LAW SCHOOL

John Anderson Research Leadership Scheme (JARL2)

1. NATURE OF APPOINTMENT

The vision of the University of Strathclyde is bold and transformational, placing it among the leading international technological universities. This promises an institution that is vibrant and dynamic and internationally focussed, with cutting-edge, multi-disciplinary research of global relevance which recognises that solutions to problems faced by society rarely lie within the realm of a single discipline. The John Anderson Research Leadership scheme is focused on recruiting the best academic talent to enhance both research intensity and leadership in areas of strategic importance. The current campaign comprises a number of exciting senior appointments to join the new Faculty of Humanities and Social Sciences (HASS).

A researcher of international status is sought to become a John Anderson Research Leader (JARL2) at Professorial/Reader level in E-Governance Law, namely, governance of the internet, telecommunications law and legal aspects of electronic surveillance and regulation more generally. JARL2 posts are prestigious research-led University positions and the creation of this post reflects the University's ambitions for the subject area. As a JARL2, you will have a minor role in both teaching and administration during the first three years of the post. You will be expected to develop and lead an international research team at Strathclyde around the legal regulation of IT. It is expected that this will involve cross disciplinary working both with internal and external partners as appropriate in disciplines such as Computer Science and Engineering. You will be based within the Law School at Strathclyde, a vibrant and innovative School that has seen significant recent investment in academic staff and infrastructure.

We are seeking candidates with international reputations and established track-records of excellence and leadership. The successful applicant will be expected to make a major contribution to the REF submission in Law and will be capable of providing intellectual leadership and high-quality post-graduate and ultimately undergraduate teaching in E-Governance Law. Candidates who can demonstrate an ability to work effectively across disciplines are particularly encouraged to apply.

For appointments made at Professorial level:- Subject to the Charter, Statutes, Ordinances and Regulations of the University, as Professor you will be responsible to the Court of the University through the Principal for providing leadership in your academic area and will report annually on this. This is in addition to the responsibility which each Professor owes to his or her Head of Department/School.

2. APPLICATION PROCEDURE

- A letter of application telling us why we should appoint you.
- A research plan (maximum 4 pages) outlining your research strategy for the next three years should you be appointed.

- A completed application form to which a full curriculum vitae should be attached. In completing your application you should make it clear whether you wish to be considered for Professor, Reader or both. Please consider this matter carefully as it may impact on our decision to shortlist you for interview. The names and addresses of three referees should be given on the application form. The referees may be contacted by the University without further permission from the candidate unless you indicate to the contrary.

Applications should be lodged with Human Resources, University of Strathclyde, McCance Building, 16 Richmond Street, Glasgow, G1 1XQ by **25 June 2010**.

Applicants who wish an acknowledgement of their paper application should address and stamp the enclosed postcard. Online applications will be acknowledged electronically.

Formal shortlisting for the post will be held on 27 July 2010.

Presentation to staff in the Law School will take place on 17 August 2010. Informal meetings with the Principal, Dean of HASS and Director of Human Resources will take place on the morning of 18 August 2010 followed by formal interviews on the afternoon of 18 August 2010.

Informal enquiries regarding the post can be directed to Professor Mark Poustie, Head of Department, at mark.poustie@strath.ac.uk; or on 0141 548 3400.

The University operates a normal retirement age of 65 or the September following 65th birthday. Applications will only be accepted from people up to the age of 64 years and 6 months at the date of their application unless otherwise stated. This is in line with the Employment Equality (Age) Regulations 2006.

3. DUTIES OF THE POST

Job Purpose

As an acknowledged expert and research leader, you will develop and lead an international team of researchers at Strathclyde in any area of law relevant to E-Governance. You will: provide academic and educational leadership; collaborate with, and enhance, the University's existing multi-disciplinary research capability in related fields such as Computer Science; contribute at a strategic level to the work of the School, Faculty and University.

Primary Responsibilities/Activities

For the first three years, you will have minimal teaching and administrative responsibilities. This will facilitate rapid development of an internationally leading research team at Strathclyde.

- Manage significant research activities and resources and provide leadership, support and direction to academic/professional staff.
- Provide research leadership within the School, Faculty and University through identifying, developing and leading significant research directions and projects.
- Supervise research students in the relevant disciplinary or inter-disciplinary fields.
- Develop and lead an internationally acclaimed programme of research and disseminating results through regular and sustained publications in high impact books, journals and conference proceedings.
- Secure substantial research grant funding and exploit knowledge exchange opportunities where appropriate.
- Ultimately, oversee the design and delivery of educational degree curricula and play a lead role in the development of educational strategy and operational standards.
- Engage in and, where appropriate, set the agenda in national and international academic debates, and within professional institutes, learned societies and governmental committees.
- Contribute, at a strategic level, to the work of the School, Faculty and University, for example by playing a lead role on University committees.

- Lead the development of knowledge exchange activities by, for example, establishing research and/or educational links with industry and influencing public policy and the professions.
- Engage in continuous professional development.

4. PERSON SPECIFICATION

The following criteria are considered essential:

- PhD or equivalent research experience and first degree in a research topic of direct relevance to E-Governance Law (eg internet regulation);
- An outstanding and inspiring track record of publication in high impact monographs and journals in a research field of direct relevance to E-Governance Law such as internet and/or telecommunications regulation or the regulation of electronic surveillance, recognised internationally, which would have met 3*/4* standard in RAE 2008;
- The ability to build an internationally leading research group and successfully promote that group's research within an international arena;
- Proven ability to attract substantial research funding over a sustained period, with an established international reputation in research project leadership;
- Experience of working in a multi-disciplinary team;
- Experience of delivering high quality teaching to undergraduate and postgraduate students and supervision of research students;
- Ability to think strategically and to contribute at a senior level to the School, Faculty and University.
- High level communication skills with the ability to listen, engage and persuade, and the enthusiasm to collaborate successfully with researchers in related disciplines;

The following criteria are considered desirable:

- Government and relevant industry research and educational contacts;
- Track record of publications and funding in multidisciplinary collaborative research.
- Sustained track record of leading the development and delivery of large educational programmes.

To be appointed at Reader level the above criteria will be recalibrated to reflect the candidate's national rather than international recognition.

5. THE LAW SCHOOL

The Law School at the University of Strathclyde is ranked as a leader in its subject area, and was rated 13th out of 67 in RAE2008 with 60% of its activities scored as 3* or 4*. It has a reputation for innovation, dynamism and inter-disciplinarity, with core strengths in the fields of Regulation, Punishment and Sentencing, Human Rights, Legal Profession and Dispute Resolution and Private Law. Those currently working in aspects of E-Governance have interests in intellectual property issues, domain name regulation, and data protection debates. Collaborative and inter-disciplinary working is a feature of the School and this is encouraged across the institution.

In addition to a strong cohort of undergraduate students on a number of LLB programmes the School operates a range of successful long-standing LLM courses in Information Technology and Telecommunications Law (with a distance-learning variant), Construction Law and Human Rights Law and has recently launched LLMs in International Economic Law and International Law and Sustainable Development. A joint MSc in Criminology and Criminal Justice is delivered in partnership with the University of Glasgow. The School's award-winning Law Clinic has established a reputation for innovative Knowledge Exchange activities as it delivers a valuable service to the community for those who could not otherwise access legal services while providing a unique opportunity in Scotland for students to develop their professional skills. The School's graduates have an excellent record at obtaining employment and are highly regarded in the legal and other professions.

The University of Strathclyde recognises the strength of this research and teaching environment and is keen to enable the Law School to secure its position as a national and international leader in its field. Investment in this new post is part of the strategy to realise this ambition, as is the creation of a new Faculty of Humanities and Social Sciences within which the Law School will operate from August 2010.

For further information on the School, please visit www.law.strath.ac.uk/.

6. THE UNIVERSITY OF STRATHCLYDE

The University of Strathclyde, in the heart of Glasgow, is a vibrant, international, academic community of 16,000 full-time students from 100 countries, and over 3,000 full-time equivalent staff. With a turnover of £220m, we are the third-largest University in Scotland. While still honouring the 200 year old founding vision of Professor John Anderson to be a “place of useful learning”, today’s Strathclyde is a modern, outward-looking, research-led University with a distinctive reputation for innovation and enterprise. Known for our high entry standards, the quality of our student learning experience, our impressive record on graduate employability and business spin outs, we have led the UK trend by continuing to increase our undergraduate numbers in Science and Engineering.

Within the past two years we have embarked on an ambitious change programme - the Agenda for Excellence - further enhancing the quality of our Research, Education and Knowledge Exchange. This commitment to excellence is supported by major investment in high calibre staff and an ambitious, £350M sustainable estate development programme. Already this strategic focus is bearing fruit. Last year we achieved consistent improvement in overall institutional rankings in all major league tables of up to 10 places. According to Research Fortnight, Strathclyde is the only University in the UK top 20 grant earners showing increases in awards in 2006/2007 from all 6 research councils. The Financial Times ranked our Business School’s MBA 30th best in the world and first anywhere for value for money.

Presently the University is located on two campuses, the John Anderson (Glasgow City Centre) and Jordanhill (Glasgow West). We are also organised into six main budget areas; our five Faculties (Science, Engineering, Business, Law, Arts and Social Sciences, and Education) and Central Administrative Services, although these structures are also being reviewed as part of our Agenda for Excellence. The Faculties of Law, Arts and Social Sciences and Education are being merged as from 1 August 2010 into the Faculty of Humanities and Social Sciences.

7. JOHN ANDERSON RESEARCH LEADERSHIP APPOINTMENTS

The John Anderson Research Leadership (JARL2) scheme builds on the success of the earlier John Anderson Research Lectureship initiative as Strathclyde continues to recruit the best academic talent to enhance both research capacity and leadership in areas of strategic importance.

Around 25 posts will be advertised under this scheme during 2009-10. Those appointed will join the University at a particularly exciting time as we continue with a series of strategic change initiatives designed to develop the University so that it can compete on equal terms with the very best in the UK and internationally as a technologically-focused HEI, with a particularly strong reputation in science, engineering, business and law.

It is expected that during the first three years in post appointees will be able to accelerate the establishment of their research activities. They will have a reduced teaching and administrative load during that period so that they can concentrate on developing their research portfolio, including securing research funding, building collaborations and building a team of research assistants and postgraduate research students as appropriate. Nonetheless, JARL2 appointments are not solely research appointments and appointees will be expected to undertake an appropriate full range of academic duties by the end of their third year in post. Each post will come with an attractive start-up package.

8. THE FACULTY OF HUMANITIES AND SOCIAL SCIENCES

In June 2009 the University Court agreed to merge the Faculties of Law, Arts and Social Sciences and of Education. This is the latest development in a history of merger and amalgamation that has shaped the present University of Strathclyde. Anderson's University, founded in 1796, became the Royal College of Science and Technology. Following merger between the Royal College and the Scottish College of Commerce, the Royal Charter was granted in 1964.

At that time a School of Arts and Social Studies was created, the basis for the current Faculty of Law, Arts and Social Sciences. Subsequently, in 1993, the University merged with Jordanhill College of Education and the Faculty of Education was established. The Faculty of Education's origins go back to the work in the 1820s of David Stow, a pioneer of teacher education.

The new Faculty, with the recommended title of 'Humanities and Social Sciences', embraces a range of activities (and associated units and centres):

- Childhood and Primary Studies
- Creative and Aesthetic Studies
- Curricular Studies
- Educational and Professional Studies
- English Studies
- Geography and Sociology
- Glasgow School of Social Work
- Government
- History
- Law School
- Modern Languages
- Psychology
- Sport, Culture and the Arts

A Merger Implementation Group is currently assessing this range of activity to determine how it should be shaped to meet the strategic objectives of the new Faculty.

In 2012 the Faculty of Education will relocate from the Jordanhill Campus. The University's Estates Development Framework envisages a 'Social Sciences Quarter' embracing the merged Faculty and the University Library, for which a new vision is also emerging.

The merged Faculty will be a substantial entity within the University. In 2008/09 the two Faculties had a combined academic staff complement of around 275, and a total complement of around 475 staff. There were approx. 4,000 undergraduate students (FTE), around 2,000 (FTE) students on postgraduate instructional courses (including postgraduate teaching programmes) and around 100 postgraduate research students

The merged Faculty will build on existing discipline-based strengths and develop cross-disciplinary themes in research, knowledge exchange and education. Merger offers the exciting prospect of enhancing the student experience, and building research links across the new Faculty and beyond, of establishing organisational arrangements best suited to achieving academic ambitions, and of organising support for staff and students in innovative and sustainable ways.

For further information on the Faculty of Humanities and Social Sciences, please visit:

<http://www.strath.ac.uk/humanities>.

9. THE CITY OF GLASGOW

[Glasgow](#) is the industrial and commercial capital of Scotland and the various groups that have contributed to its population over the centuries have given it a cosmopolitan feel. It has a lively cultural life as home of the national orchestra, opera and ballet and several theatre companies and it possesses a number of fine art galleries; it is the headquarters of the national press and

broadcasting media. Its numerous higher and further education establishments have made it a major educational centre.

The Scottish countryside and its splendid recreation and sporting facilities are easily reached from Glasgow.

10. SALARY, CONDITIONS OF SERVICE AND BENEFITS

The post will be offered at either Professorial or Readership level in terms of the enclosed conditions of service (Appendices 1 and 2). The salary offered to candidates at Professorial level will be commensurate with the seniority of the appointment offered. Salary scales for Reader are attached (Appendix 3).

We also offer staff a range of other outstanding benefits, including:

- Membership of a [Final Salary Pension Scheme](#).
- Training and Development opportunities underpinned by a 10 year commitment to the [Investors in People](#) Standard.
- Reduced or remitted fees for vocational and non-vocational study.
- Sports, Recreation and [Wellbeing](#) facilities, including Ross Priory, a stunning 17th century house situated in 200 acres of land on the south shore of Loch Lomond, just 40 minutes drive from Glasgow.
- [Childcare](#) facilities and [voucher scheme](#).

11. PRE-EMPLOYMENT HEALTH SCREENING

All offers of appointment made to external candidates are subject to medical assessment by Occupational Health. Any individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or Medical Advisor and a personal appointment with the individual may be required. An unconditional contract of employment will not be issued until Human Resources receives confirmation from OHS that applicant is fit to undertake the duties of the post.

12. POSITIVE ABOUT DISABLED PEOPLE

The University is accredited as a "Positive about Disabled People" employer and operates a guaranteed interview scheme for disabled candidates who meet all of the essential criteria for the post that they are applying for. On the appropriate section of the application form please indicate if you consider yourself to have a disability **and** wish to be considered under the scheme.

The Disability Discrimination Act 1995 defines disability as "a physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities".

Please note that if you indicate that you have a disability then you may be asked to provide information on this at interview. The University needs this information to consider the likely impact of your disability on the duties of the position you are applying for and what reasonable adjustments can be made to the position. This allows the University to comply with the Disability Discrimination Act (1995).

13. REMOVAL AND RESETTLEMENT

The University will cover the cost of reasonable removal expenses within the UK on the basis of the lower of at least two estimates. A further contribution towards costs involved in moving to Glasgow may be made at the discretion of the University.

It is the University's custom to agree a fixed sum (indicated at the time of offer of contract) to cover removal and resettlement for new members of staff who reside outwith the UK.

14. CHILD PROTECTION (SCOTLAND) ACT 2003

It may be a requirement for this post that an Enhanced Disclosure Scotland Check is undertaken prior to commencement of employment. Please note that if a Disclosure check is required then any offer of employment will be subject to the outcome being satisfactory. Further information is available at <http://www.disclosurescotland.co.uk/>.

We value diversity and welcome applications from all sections of the community.

The University of Strathclyde is a Registered Scottish Charity, No SCO15263

CONDITIONS OF EMPLOYMENT OF PROFESSORS

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council.

The University Court recognises the Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of academic and related staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Further information on the terms and conditions specified in this document is contained in the Staff Handbook, which also includes further details of such conditions as provision for sick/injury leave and pay, leave of absence, holidays and holiday pay, individual grievance procedures, review and disciplinary procedures and collective agreements. Should you not receive a copy of the handbook on appointment a reference copy is accessible by visiting Human Resources.

2. CONTINUOUS SERVICE

In the case of new appointments, unless otherwise stated in the letter of appointment, the date of continuous employment for the purposes of statutory employment rights will be taken to be the date of appointment contained therein. In the case of promotions, regradings or transfers, previous service is continuous.

3. ALLOCATION OF POST

The post to which each member of staff is appointed is allocated to the department or other area named in the member of staff's letter of appointment and any accompanying papers. Should the University Court deem it necessary, in the furtherance of the objectives of the University specified in its Charter, it shall, having consulted with the parties concerned and having received the advice of the Senate, re-allocate the post and/or duties pertaining partially or wholly to it to another department or area. Any such re-allocation will be without prejudice to the other conditions of employment of the holder.

If the need arises during the course of employment for members of staff to work outside the U.K. for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff, would then be provided with a statement in advance setting out the terms covering such periods of employment.

4. RESPONSIBILITY AND SERVICE

Each professor is responsible to the Court of the University through the Principal for the fulfilment of the normal professorial duties. Unless otherwise indicated members of staff are appointed for full time service.

Heads of Departments are responsible to the Court of the University through the Principal for that department as a whole. The conditions of such appointment are as set out in Regulation 1.13, and a separate letter of appointment. Each professor is ex-officio a member of the Board of Study for the Faculty in which the professor's department or area is located.

5. WORKING TIME

Working time is that required to fulfil the duties of the post. The duties are: teaching, research, administrative and professional activities organised by agreement with the Head of Department to produce a reasonable balance of commitment between these duties. The University Court recognises that academics carry out these duties in a wide variety of ways, but expects student contact to take place on the campuses during normal working hours on week days. There are

exceptions to this pattern which may involve student contact at other locations or in the evenings, or at the weekends, but these arrangements will be made with the agreement of the member of staff concerned and may involve additional payment.

6. HOLIDAYS

Annual leave entitlement is 31 week days per year to be taken by arrangement with the Head of Department. For calculation of entitlement, annual leave accrues on the basis of 2.5 days per calendar month to be taken within the leave year which begins on 1st October. In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on the days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. These additional days count against the Annual Leave entitlement.

7. CONSULTANCY/FURTHER ACTIVITIES

For professional development purposes the University Court encourages full time academic staff to undertake in addition to the teaching, research and other duties required of them as staff of the University further activities of their own choice in the field for which they are appointed. Such further activities may occupy no more than twenty-five normal working days in total per University financial year (i.e. during the period 1 August to 31 July inclusive). Such further activities require to be registered and authorised in terms of the University's regulations, the details of which are set out in the staff handbook.

8. SICK LEAVE

During any period of absence through illness or injury provided the appropriate medical certificates are received the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at commencement of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff.

When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Health and Social Security. For this and other details see staff handbook.

9. SALARY AND SUPERANNUATION

Appointments are made at an appropriate level above the nationally agreed minimum for professorial staff; salaries are reviewed annually. Salaries are payable monthly in arrears by means of credit transfer to a specified bank account.

New members of staff, under age 60, will be admitted to membership of the Universities' Superannuation Scheme on taking up appointment unless they notify the University in advance that they do not wish to be admitted to membership of USS. USS requires a contribution from the member of 6.35 per cent of salary, to which a contribution of salary is added by the University as required by USS. New members of staff over age 60 are not admitted automatically as special terms and a higher contribution rate (7.35 per cent) apply. Such staff should contact the Pensions Section if they wish to join the scheme.

New members of staff may opt out of USS within three months of taking up appointment when they will be treated as if they had never been members. After three months members of Staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section in the first instance.

Full details of the Scheme are available for reference purposes at the Pensions Section of Finance Office, John Anderson Campus and from Human Resources, Jordanhill Campus.

10. PLACE OF RESIDENCE

The University does not normally place specified restrictions upon the place of residence of members of staff. They are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment and with membership of the academic community.

11. NOTICE AND TERMINATION

The employment of a professor is terminable by at least six months' notice, in writing, by either party. If notice is being given by a professor, earlier release may be granted if this can be arranged without detriment to the work of the department.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice unless it is renewed. Staff whose appointment has so terminated shall not normally be regarded as having been dismissed or removed from office in circumstances to which the terms of Statute XXIII Part III shall apply. Fixed term contracts may be terminated by either party short of the expiry date by the serving of six months notice in writing.

The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised November 2006
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**CONDITIONS OF EMPLOYMENT
NON-PROFESSORIAL ACADEMIC STAFF**

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council.

The University Court has concluded an agreement with the Strathclyde University and Colleges Union (SUCU) by which it recognises this body as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Academic Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Further information on the terms and conditions specified in this document is contained in the Staff Handbook, which also includes further details of such conditions as provision for sick/injury leave and pay, leave of absence, holidays and holiday pay, individual grievance procedures, review and disciplinary procedures and collective agreements. Should you not receive a copy of the handbook on appointment a reference copy is accessible by visiting Human Resources.

2. CONTINUOUS SERVICE

In the case of new appointments, unless otherwise stated in the letter of appointment, the date of continuous employment for the purposes of statutory employment rights will be taken to be the date of appointment contained therein. In the case of promotions, regradings or transfers, previous service is continuous.

3. ALLOCATION OF POST

The post to which each member of staff is appointed is allocated to the department or other area named in the member of staff's letter of appointment and any accompanying papers. Should the University Court deem it necessary, in the furtherance of the objectives of the University specified in its Charter, it shall, having consulted with the parties concerned and having received the advice of the Senate, re-allocate the post and/or duties pertaining partially or wholly to it to another department or area. Any such re-allocation will be without prejudice to the other conditions of employment of the holder.

If the need arises during the course of employment for members of staff to work outside the U.K. for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff, would then be provided with a statement in advance setting out the terms covering such periods of employment.

4. RESPONSIBILITY AND SERVICE

Each member of staff is responsible for the proper performance of allocated duties to the Head of the Department or area to which the member of staff's post has been allocated. Unless otherwise indicated members of staff are appointed for full time service. Heads of Departments are responsible to the Court of the University through the Principal for that department as a whole. The conditions of such appointments are as set out in regulation 1.3, and a separate letter of appointment.

5. WORKING TIME

Working time is that required to fulfil the duties of the post. The duties are: teaching, research, administrative and professional activities organised by agreement with the Head of Department to produce a reasonable balance of commitment between these duties. The University Court recognises that academics carry out these duties in a wide variety of ways, but expects student contact to take place on the campuses during normal working hours on week days. There are exceptions to this pattern which may involve student contact at other locations or in the evenings, or at the weekends, but these arrangements will be made with the agreement of the member of staff concerned and may involve additional payment.

6. HOLIDAYS

Annual leave entitlement is 31 week days per year to be taken by arrangement with the Head of Department. For calculation of entitlement, annual leave accrues on the basis of 2.5 days per calendar month to be taken within the leave year which begins on 1st October. In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on the days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the Annual Leave entitlement.**

7. CONSULTANCY/FURTHER ACTIVITIES

For professional development purposes the University Court encourages full time academic staff to undertake in addition to the teaching, research and other duties required of them as staff of the University further activities of their own choice in the field for which they are appointed. Such further activities may occupy no more than twenty-five normal working days in total per University financial year (i.e. during the period 1 August to 31 July inclusive). Such further activities require to be registered and authorised in terms of the University's regulations, the details of which are set out in the staff handbook.

8. SICK LEAVE

During any period of absence through illness or injury provided the appropriate medical certificates are received the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at commencement of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Health and Social Security. For this and other details see staff handbook.

9. SALARY AND SUPERANNUATION

Appointments are made at an appropriate salary point on the University's agreed salary structure for Academic staff; placing on the scale is according to qualifications and experience. Salaries are payable monthly in arrears by means of credit transfer to a specified bank account.

New members of staff, under age 60, will be admitted to membership of the Universities' Superannuation Scheme on taking up appointment unless they notify the University in advance that they do not wish to be admitted to membership of USS. USS requires a contribution from the member (currently 6.35 per cent of salary), to which a contribution of salary is added by the University as required by USS. New members of staff over age 60 are not admitted automatically as special terms, and a higher contribution rate (7.35 per cent), apply. Such staff should contact the Pensions Section if they wish to join the scheme.

New members of staff may opt out of USS within three months of taking up appointment when they will be treated as if they had never been members. After three months members of Staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section in the first instance.

Full details of the Scheme are available for reference purposes at the Pensions Section of Finance Office, John Anderson Campus and from Human Resources, Jordanhill Campus.

10. PROBATIONARY PERIOD

Members of staff may be appointed for a probationary period of up to three years in the first instance. Any such appointment is reviewed under the University's review procedure and is subject to confirmation by the appropriate Review Panel, which receives an annual report on progress from the Chairman or Head of Department or area concerned. Confirmation of appointment will be dependent on staff attending the in service course run by the Centre for Academic Practice or a relevant teacher training course. Salary increments are paid during the probationary period.

11. PLACE OF RESIDENCE

The University does not normally place specified restrictions upon the place of residence of members of staff. They are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment and with membership of the academic community.

12. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months' notice, in writing, on either side; termination dates are normally 31 March, 30 June, 30 September and 31 December. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice unless it is renewed. Staff whose appointment has so terminated shall not normally be regarded as having been dismissed or removed from office in circumstances to which the terms of Statute XXIII Part III shall apply. Fixed term contracts may be terminated by either party short of the expiry date by the serving of three months notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised November 2006

SALARY SCALES FOR ACADEMIC STAFF

1 August 2009

<u>Lecturer A</u>	Grade 7	£32,620
		£33,600
		£34,607
		£35,646
		£36,715*
		£37,839*
		£38,951*
<u>Lecturer B</u>	Grade 8	£36,715
		£37,839
		£38,951
		£40,119
		£41,323
		£42,563
		£43,840
		£45,155
		£46,510*
		£47,905*
£49,342*		
<u>Senior Lecturer</u>	Grade 9	£46,510
		£47,905
		£49,342
		£50,822
		£52,347
		£53,918*
		£55,535*
<u>Reader</u>	Grade 10	£53,918
		£55,535
		£57,202
		£58,918*
		£60,685*

Note:- * Contribution Points

January 2010
LD

Our commitment to you as the applicant is:

- Your application will be acknowledged *unless stated otherwise in the advertisement* within five working days of receipt. To enable us to meet this, acknowledgement postcards, where enclosed with further particulars, should be completed and returned with your application. Unless otherwise stated in the advertisement, you will also be informed of the outcome of your application as soon as possible.
- If called for interview you will be advised promptly and clearly of the interview arrangements. Your interview will be conducted in a businesslike and friendly manner and will comply with recognised good employment practice. To assist us in meeting our standards we ask that you promptly confirm your attendance (or otherwise) at interview and advise us of any change in your address or Curriculum Vitae.
- You will also be advised of any major delays in the appointment procedure. We will only approach referees nominated by you.
- You will be informed of the outcome of interview as soon as possible. If you are being offered a post you will be written to within 2 working days of the decision being taken. The offer will normally include a duplicate copy which you are required to sign and return to conclude the contract. **Payment of an appropriate salary is dependent on this.**
- We are committed to achieving the standards we have set and to receiving and acting upon constructive feedback from our clients.
- If you are not satisfied with the service you have received, please raise the matter in the first instance with the person with whom you have been dealing. This person will either deal with the complaint to your satisfaction or else advise you how to proceed next. If you feel that dealing with the matter in this way is inappropriate, then write to me at Human Resources, University of Strathclyde, McCance Building, 16 Richmond Street, Glasgow G1 1XQ, and I will respond.

Sandra Heidinger
Director of Human Resources