

## **FAQs – week 2**

**For publication Tues 27/5/15**

### **Have you have looked at all options before resorting to redundancy?**

We will endeavour to avoid redundancies wherever possible and have been reducing numbers over the last year through normal turnover and by holding vacancies. We are also looking to redeploy staff where possible, look at scope for early retirement and have put in place a voluntary severance scheme to support those potentially impacted by the changes or who wish to be considered.

### **How did you reach the number of 120 potential job losses?**

For the purposes of collective consultation King's is required to provide to the recognised trade unions an indicative number of proposed job losses.

We are seeking to reduce our academic payroll costs by 10% in the School of Biomedical Sciences, School of Medicine and Institute of Psychiatry and some job losses may be necessary. The precise number of staff potentially facing redundancy will be determined by the final composition (the actual number of professors, readers, senior lecturer and lecturers) of those selected for redundancy. No quota or target number has been set and the upper limit will be 120 jobs.

### **Will there be mitigating circumstances?**

Yes. We recognise that everyone's circumstances are different and the process will take into account those factors that could have an impact on both research income and teaching time. This will enable staff whose circumstances have constrained their ability to work productively throughout the period of review to be considered fairly. The factors we will consider include:

- Time off for maternity leave, a career break or sick leave
- Part time or flexible working hours

More detail will follow as soon as it is available.

### **How will you avoid impacting our Athena Swan work?**

We are fully aware of the potential impact of the proposals on our Athena Swan work and are considering how best to address this as part of the process. The Equality Impact Assessment, which forms part of the consultation process, will alert us to any potential issues.

### **Will externally funded Fellows be included in the process?**

No, externally funded Fellows will not be included in the process.

**Will posts back-charged to the NHS be included in the process?**

Yes.

**What are the other proposed exclusions?**

- Staff appointed to an academic position on or after 1 August 2012
- Clinical lecturers who do not yet have a Certificate of Completion of Specialist Training
- Staff on 0.4 Fte or less
- Externally funded Fellows
- Fixed term externally funded posts
- Heads of Schools and leads of education in the School

**When will the thresholds for research income and education contribution be confirmed?**

We anticipate that these will be finalised in the week commencing 2 June. The thresholds will be made known when decided.

**Is this just about raising money for buildings?**

No. The external funding environment for higher education has changed significantly in recent years. Any investment we wish to make – whether to provide world class research facilities with cutting edge equipment, an excellent student learning environment supported by the latest technology, or scholarships and bursaries - we have to fund ourselves. We need a robust financial strategy to make this a reality.

**How will you protect the student experience if the proposed changes go ahead?**

Any changes made as a result of these plans will be managed carefully to ensure the student experience at King's continues to be the best it can be and, where possible, is enhanced. We have met the Students' Union, student representatives and the relevant student societies to discuss the proposals and listen to feedback. We will proactively take student concerns into consideration before any final decisions are made.