

**Proposal for Restructuring Biomedical Sciences, Medicine
and the Institute of Psychiatry
Intranet FAQ Section**

Week 1 FAQs 19/5/14

1. What is the actual reduction that needs to be delivered?

We need to reduce our academic pay cost by 10%. The precise number of jobs affected is not known at this stage. Just to reiterate that there is no quota or target headcount reduction and as indicated the absolute upper limit will be 120 jobs.

2. How do I review and update my PURE data?

Everyone has been asked to review their PURE data to ensure that the information held is accurate and up to date. Individuals wishing to query their research award data held in PURE should complete a "Request to Amend Research Award Data held in PURE" form by 21 May 2014. Further information about PURE, including instructions on how to amend research award data held in PURE, can be found at:

<https://internal.kcl.ac.uk/innovation/portal/Support.aspx>.

We are automatically monitoring the performance of the system and, after a restart on Thursday, there have been no issues. If you are experiencing any difficulties please email puresupport@kcl.ac.uk immediately.

3. Why are you only considering PI contributions – do other contributions not count? Why are you only considering Teaching Hours – what about organisation and examination?

We recognise that there is more to research and education than just PI funding or teaching hours. However, these criteria provide a fair, transparent and timely method for identifying an initial at risk pool of staff. Broader contributions will be taken into consideration at Phase 2 of the process.

4. Which roles will be exempt?

We are proposing to exempt from the process staff employed within the last 2 years, Heads of School, Teaching Deans and staff with a contract less than 40% FTE.

Our proposal is in general terms for clinicians and non clinicians to be treated in the same way. For clinical lecturers specifically who are on a fixed term contract training posts funded in collaboration with the NHS, teaching and research is undertaken alongside clinical training and the post terminates on award of the Certificate of Completion of Training.

5. Why is this happening now, and why the urgency?

We face a substantial future funding gap. With every year that the gap between our ambition as a university and our financial capacity to meet this ambition increases, the resources we have to invest in our future will decline.

The external environment has changed significantly in recent years. Universities no longer receive Government funding for capital projects. Any investment we wish to make, we

therefore have to fund ourselves. We have ambitious plans to enhance our position as a world leading university and we need a robust strategy for investment to make this a reality.

These factors coupled with our ambition to offer the best education to the best students; and to continue delivering the highest quality research at scale, mean the pressures to improve performance, to be as efficient as possible, and to invest in the best faculty and support will continue to grow. A failure to invest will result in a decline in standards and ultimately mean a poorer experience for our students.

Finally, we are aiming to provide certainty to colleagues as soon as we can.

6. When will colleagues know if they are at risk?

We anticipate that by early June we will be able to inform those colleagues who will not form part of the process.

7. How can we reassure students that their education and research won't be affected?

Stuart Carney, Ian McFadzean and Susan Lea (the Education leads in the three Schools) have met student representatives to explain the rationale and process relating to the proposals and are contacting students to reassure them that we remain fully committed to ensuring they successfully continue their studies and their research.

We expect all of our academic staff to contribute at least a day a week to educating students. We have more than enough spare capacity to deliver high quality teaching even with the estimated reduction in academic staff. Our education deans will be ensuring that we continue to have the breadth of expertise required.

8. What will the impact be on teaching and research – both while this process is underway and after these cuts have been implemented?

Any potential negative impact on teaching and research would be considered before making any decisions but we can't provide more information until we have reviewed the research and teaching data and identified the pool of staff at risk.

9. Will this happen again in the future?

Given the volatile nature of the environment within which we now operate, we cannot rule out having to make further changes in the future. The model for higher education funding in the UK has altered dramatically and we cannot expect any change in the external funding environment that will address these issues for us, at least in the foreseeable future. No one can predict what will happen in years ahead, but we are taking the necessary steps to ensure we are well positioned for the challenges we can see at this point.

10. How do I keep updated and ensure I have the latest information?

The intranet pages and FAQs will be updated regularly when new information becomes available during the process. In the meantime, questions can be directed to hrrstructure@kcl.ac.uk or your Head of Division/Department.