

ANNEX E

The effect of the proposed changes

This Annex shows the effect of the proposed changes in tabular form, updated from the similar table shown at Annex B to the white paper:

Staff category	Process	Current provision	Proposed provision
Vice-Chancellor	Removal from office	Complaint by 3 members of Council to Chancellor; hearing by University Tribunal; appeal to Septemviri	Complaint by 3 members of Council to Chancellor; hearing by Septemviri; appeal to court comprising High Steward, Deputy High Steward, and Commissary
	Removal for medical incapacity	As for University officers	No special provision
	Grievances	No provision	No provision
University officer in Schedule J	Discipline	By Head of institution: investigation then warning, or complaint to Vice-Chancellor, or reference under B, VI; appeal under grievance procedure By Vice-Chancellor: investigation then reference to University Tribunal, or reference to Head of institution, or reference under B, VI. University Tribunal: removal, or lesser penalty; appeal to Septemviri	By Head of institution: investigation then warning, or reference under B, VI Subject to leave for proceedings from Vice-Chancellor: <i>hearing by University Tribunal</i> , then warning or removal from office Appeal <i>against removal from office to Septemviri; otherwise</i> to an appeal committee of 3 persons selected from standing panels
	Removal for medical incapacity	Consideration by competent authority; reference to a Medical Board of 3 persons; appeal to Septemviri	Consideration by competent authority; reference to a medical committee of 3 persons selected from standing panels; appeal to an appeal committee of 3 persons selected from standing panels
	Removal for redundancy	Decision by University to make redundancies; selection for redundancy by a Redundancy Committee of 5 persons; approval of selection by University; appeal to the Septemviri	Decision by University to make redundancies; selection for redundancy by the General Board; appeal to an appeal committee of 3 persons selected from standing panels
	Grievances	Reference to Head of institution; reference to Vice-Chancellor; reference to a Grievance Committee of 3 persons appointed by the Council	Reference to Head of institution; possible mediation; reference to one or more persons appointed by the Human Resources Committee
	Removal at end of probationary period	Code of practice issued by the competent authority Decision of Appointments Committee; appeal to Septemviri	Code of practice approved by the University Decision of Appointments Committee; appeal to committee of one or more persons appointed by competent authority; power of competent authority to direct reappointment
University officer not in Schedule J	Removal for redundancy	As for University officer in Schedule J	As for University officer in Schedule J, but no decision by University to make redundancies required
	Other processes	As for University officer in Schedule J	

Staff category	Process	Current provision*
Unestablished academic and academic-related staff	Discipline	By Head of institution: investigation then warning, or reference to disciplinary committee of two University officers in institution appointed by secretary of competent authority. Disciplinary committee: dismissal, or disciplinary transfer, or warning Appeal to committee of three persons appointed by secretary of competent authority
	<i>Removal for medical incapacity</i>	<i>No specific provision</i>
	Removal for redundancy	No specific provision, general employment law requirements apply
	Grievances	Reference to Head of institution; reference to Chairman of Faculty Board or of relevant Council of School; reference to grievance committee of three persons appointed by Human Resources Committee; reference to committee of three persons appointed by secretary of competent authority
	Probationary period	Codes of practice issued by competent authority for academic staff, academic-related staff, and contract research staff
Assistant staff	Discipline	By Head of institution: investigation then warning, or dismissal Appeal against warnings to the Human Resources Committee. Appeal against dismissal to University and Assistants Joint Board, and then (for established assistants only) to Council
	Removal for redundancy	No specific provision, general employment law requirements apply
	Grievances	Reference to Head of institution; reference to Director of Human Resources; reference to University and Assistants Joint Board
	Probationary period	Code of practice issued by competent authority

* Subject to the approval of the current proposals, the Council and the General Board intend to review the procedures for unestablished academic and academic-related staff and for assistant staff and expect to be able to make substantial progress further towards unification of employment processes. (See in particular paragraphs 7(b) and 18(e) and (g) of the Joint Report.)