Have Your Say: staff responses
February 2019

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Career Progression

You said: we want professional staff to be offered the same career development opportunities as academic staff

The career paths for Academics and Professional Services staff are different, reflecting the different requirements and context of each. Addressing career development opportunities for Professional Services staff is important, to enable people in these roles to feel fulfilled in their career and be satisfied with their reward for the job they do.

We will continue to monitor the re-grading process, which is open to all staff, details of which can be found here:
Promotions and grading

The grading process does allow for senior technical or professional experts and we will review your suggestion of how to incorporate these into the existing grading structure.

The University is a wide and varied employer, and all advertised vacancies are open for applications from all suitably skilled and/or qualified staff. However, there are occasions when roles cannot be filled by staff who would be developing in their role and experience is needed to deliver immediate requirements. In these instances, all staff should ask for feedback after applying for roles, so they can target their development in line with their career path.

To support you further, we have some useful toolkits within our learning and development webpages which can support you with the identification and self-development of specific skills:
- Planning your development
- Learning and development courses and resources

For grades UE06 - UE10, the University has a competency framework which can be used to understand the attitudes and behaviours for successful performance. More information can be found here:
Competency Framework

You said: There should be a wider range of criteria for promotion that recognises teaching excellence, as well as publishing in core journals

The University has clear, balanced Grade Profiles for academic staff that match individuals' activities and achievements to grades UE06 - UE10, with respect to teaching, research and leadership/management.

The Exemplars of Excellence in Student Education aim to assist both colleagues preparing a case for promotion/reward focussed around teaching and those evaluating such cases as members of promotion panels. They provide concrete, illustrative examples of excellent performance in and contribution to, student education. The Exemplars are not exhaustive and will change and evolve over time for example, as the nature of student learning evolves.
Pay and reward

You said: University pay scales are not competitive and needs to be reviewed
Pay rates are negotiated nationally by the Universities and Colleges Employers Association (UCEA). Through this, we ensure we have parity and consistency.

The University also has provisions in place in the form of the Market Supplements Policy to address situations in which the usual pay scale for a role is insufficient to attract applicants or retain existing employees.

Our staff are also recognised for their contribution annually through the various different reward process and policies such as Contribution Reward, Grade 10, Academic Promotions and Voucher Rewards.
Edinburgh Futures Institute

You said: review plans for Edinburgh Futures Institute
The team designing the EFI has been working over the last 2 years to develop the vision for the Futures Institute, drawing in nearly 100 people from across the University and working with colleagues in Estates to manage the transformation through renovation of an important building at the heart of the University that will live up to the motto above its door - Patet Ominbus (Open to All).

There is much still to be done before the new facilities open in September 2021, and the Director, Professor Lesley McAra and her team are currently hosting a number of events designed to draw more people further into the discussion to shape the Institute:

EFI events

A communication plan has also been drawn up to increase the news about their plans being circulated not only to staff across the University but also students and local communities.