

UNIVERSITY OF EDINBURGH ORDINANCE No.208

EMPLOYMENT OF ACADEMIC STAFF

At Edinburgh, the Thirteenth day of August , Two Thousand and ten.

WHEREAS the University Court wishes its employment practices to comply with current and future legislation and regulation and with recognised good practice in relation to discipline, redundancy, grievance, dismissal, other removal from office of staff and associated appeals procedures;

And WHEREAS the University Court, in the exercise of its powers to make resolutions and regulations in relation to discipline, redundancy, grievance, dismissal, other removal from office of academic staff and associated appeals procedures, recognises its obligations regarding the desirability of ensuring the academic freedom of academic staff as provided for in section 26 of the Further and Higher Education (Scotland) Act 2005;

And WHEREAS the University Court is committed to fostering the best possible relations between itself and the recognised trades unions and in particular to consulting with the recognised trades unions prior to making resolutions or regulations in relation to discipline, redundancy, grievance, dismissal, other removal from office of staff and associated appeals procedures;

THEREFORE the University Court of the University of Edinburgh in exercise of the powers conferred upon it by section 3 of, and paragraph 1 of Part I of Schedule 2 to, the Universities (Scotland) Act 1966, by Ordinance No. 207 and all other powers enabling it in that behalf, statutes and ordains:

1. The Ordinance of the University Commissioners (Academic Staff) inserted by the University Commissioners (Statute Modifications) (University of Edinburgh) Order 1992 (S.I. 1992/2700) is revoked.
2. Any regulations and resolutions made by the University Court in relation to the discipline, redundancy, grievance, dismissal, other removal from office of academic staff and associated appeals procedures, shall be made after appropriate consultation with recognised trades unions and shall give effect to the guiding principle that academic staff employed by the University Court shall have freedom within the law to hold and express opinion, to question and test established ideas and received wisdom and to present controversial or unpopular points of view without placing in jeopardy the appointments they hold or any entitlements or privileges they enjoy.
3. “Academic staff” means any person holding a contract of employment with the University Court as a Professor, Reader, Senior Lecturer or Lecturer of the University and any other person holding a contract of employment with the University Court engaged in teaching, the provision of learning or research in the University.

4. This Ordinance shall come into force after its approval by Her Majesty in Council on a date to be determined by the University Court.

IN WITNESS WHEREOF these presents are sealed with the Common Seal of the University Court of the University of Edinburgh and subscribed on behalf of the Court in terms of the Requirements of Writing (Scotland) Act 1995.

Professor Sir Timothy O'Shea
Member of the University Court

Melvyn Cornish
University Secretary

