

# Research Manifesto

## BRANCH GUIDANCE

### HOW TO USE THE MANIFESTO

The Researcher Manifesto is basically a list of demands to employers that we believe are needed to improve the security of employment of research staff in UK Higher Education Institutions. <https://www.ucu.org.uk?mediaid=14731>

As such, the manifesto can be used as a local claim to your employer i.e. your claim is essentially that your employers signs up to the manifesto that will commit them to working with you on the various aspects of the manifesto over an agreed period of time.

#### Point 1

*Breaking the link between an individual job and a specific piece of grant funding, to include exploring a pooled resourcing model.*

This is a huge cultural shift for the sector and the ask that we are probably furthest away from achieving across the sector. It is also the ask that will take the longest to embed and the one employers will be most resistant to.

However, that does not mean we should not be seeking this commitment to explore alternative employment models such as setting up research hubs at discipline, centre, school or even institutional level – depending on the number of research staff employed locally.

Outside of the sector, research is not conducted using short-term contracts as the norm, even when funding is for fixed periods for a specific topic, so we should not be cowed into thinking that the current system is unchangeable without a change in the funding regime.

Pools / hubs could be set up at department, school or faculty level – whichever is the most likely to provide security of employment for the research staff involved.

Agreement to explore these ideas may mean agreeing to a phased introduction or pilot projects, but this would still be a step in the right direction.

If we can get agreement on the other asks then this type of model also becomes more realisable – and obvious – as an alternative to the current model.





The UCU branch at the University of Bath agreed a wide-ranging policy with their employer with the aim of reducing the levels of casualisation locally. Within that the employer agreed that there is *“scope to test breaking the connection between an individual job to a specific piece of grant funding. To this end, two or more pilots are to be initiated in the 2022/23 academic year with large research groups to test the feasibility of a pooled resourcing model including the transfer of staff to open-ended contracts”*.

In late 2024 the Bath UCU branch reported that the project is on-going with a *“focus to date on moving research groups to open ended contracts and seeking to end the link between individual posts and individual pieces of research funding. Feedback from members has been positive, staff have reported higher levels of work satisfaction and there is a measurable saving in administration time and the initial pilots are considered a success by both the UCU branch and the employer. The project has now moved on to its 3rd pilot group which in contrast to the previous pilots which covered academic staff, involves academic related and professional services staff.*

*Whilst the university remains committed to the approach and there has been no pushback, the branch are pressing management to roll out the approach beyond individual pilots as is the stated aim in the collective agreement. It is also recognised that more work needs to be undertaken to apply this approach in smaller research centres / hubs. However, the general principle is standing up and there is recognition that if research funding falls and jobs are potentially at risk, collective consultation would be triggered in the normal way.”*

Whilst it is our objective to move to a position where employers are committed to the long-term planning of a securely employed research workforce and the link between fixed-term research grants and employment contracts is broken, it is likely that we will need to make incremental progress towards this ideal in most cases.

However, securing a commitment to move towards such a position is an important first negotiating objective in all negotiations.

## **Point 2**

***A statement about moving to a situation where genuine open-ended contracts are the norm and reducing the use of fixed-term contracts and open-ended contracts with an identified ‘at risk’ date.***

It is important that we have a positive statement about moving to using genuine open-ended contracts as the norm and to reduce the use of fixed-term (and ‘at risk’) contracts and include a target for improvement over an agreed period.

We are opposed to the use of open-ended contracts with an identified ‘at risk’ date as they offer no more security of employment for research staff but can be used cover up the levels of casualisation in an institution and could remove some legal rights from employees (the Fixed-term contract regulations)<sup>1</sup>

---

<sup>1</sup>The Fixed-term employees (Prevention of Less favourable treatment) Regulations 2002





This is again a cultural shift for many employers who struggle to see how they can improve security of employment under the existing fixed-research grant funding regime. However, we need to remind employers that the use of fixed-term contracts is not uniform across the sector and the use of such contracts is the employer's choice and something they have the power to change (something the funders are also very keen to stress).

It is also worth having a look at the research funding that your employer receives to demonstrate that whilst funding for individual projects comes and goes, overall research funding is usually fairly even over a longer period of time, so a large employer should be able to deploy resources from one project to another (like they do in many other employment areas).

It is worth trying to explore with resistant employers what exactly they are afraid of if they move staff to more secure contracts and that will help us find solutions together.

We have also included a demand for fixed-term contract lengths of at least 24 months during a transitional period. Whilst we want genuine permanent contracts to be the norm, that is a long way from where we are now. The minimum 24 months contract length is UCU policy and securing a minimum contract length will give researchers a small level of security whilst we try to transition to more secure employment for everyone.

### **Point 3**

#### ***Agreements on a policy on the use of fixed-term contracts***

We have never argued that fixed-term contracts are inappropriate in all circumstances. Rather, we believe the circumstances in which they should be used should be agreed, specific and time limited. Parental leave cover is an obvious example. More widely, they should only be used where the employer can demonstrate a real business need which can only be met use the use of a fixed-term contract and that the detriment caused to the employee being on a fixed term contract does not outweigh the expected benefits accruing to the employer by the use of a fixed term contact. Our model FTC policy is at Appendix 1. Please note that this model policy, reflective of the time it was first drafted, does not refer to open ended contracts with 'at risk' dates. We use the term 'permanent' contracts to reflect the terminology in the Fixed-term regulations and attempts by employers to argue that open ended contracts with identified 'at risk' dates are the equivalent to permanent contracts should be resisted.

### **Point 4**

#### ***Agreement on processes and systems to support continuity of employment and avoid the risk of redundancy at the end of a funded research project.***

For example, proactive and meaningful redeployment, active bridge funding and extended notice periods and (as a very last resort) enhanced redundancy pay.

This will include provisions for staff who are pregnant, taking maternity leave, taking adoption leave or taking shared parental leave during their redundancy protection period.

The move towards open-ended contracts at an institutional level is, to an extent, a good in itself. However, it does not prevent the churn of research staff or create greater job security





on its own. It can be given real content by measures that create a greater degree of commitment by employers to job security and to investing in retaining their staff in spite of short term 'soft' funding. This is in addition to any measures that would be incorporated into a general redundancy policy.

This involves combining:

- specific human resources measures like an active, meaningful redeployment register that all managers are required to consult prior to any recruitment, with early access to opportunities granted to existing research staff
- the use of instruments like bridging funds to underpin security e.g. between funding allocations
- wider cultural measures to foster intra and inter institutional research collaborations.

These should be combined with realistic workload planning for individual projects that may or may not (as is often the case) mirror the funding period.

UCU's model redundancy avoidance policy (Appendix 3 of our updated Challenging Redundancy guidance)<sup>2</sup> is aimed at winning agreement that "The avoidance of redundancy is the responsibility of the employing institution" and proposes a series of measures to minimise the risk of redundancy for research staff, including:

- the creation of research 'clusters' around themes to enable greater movement of research staff between projects within a given institution
- support for individual researchers in developing a 'skills profile'
- agreement that posts will not be advertised externally until internal research staff on the redeployment register have been given prior fair access to all opportunities
- agreement to underwrite salary for a minimum of six months at the end of funding for all staff with more than one year's service. This underwriting could be combined with additional bridge funding linked to bids for further external funding.<sup>3</sup>
- an agreement on underwriting and/or bridging provisions should include reporting and consultation mechanisms to ensure that bridging outcomes are used to support the breaking of links between an individual job and specific piece of grant funding (for example, in the identification of promising pilot areas, as discussed at point 1 above)
- effective reporting mechanisms to ensure that threats of redundancy are identified quickly to enable early and meaningful collective consultations with trade unions.

The Challenging Redundancies guidance (<https://www.ucu.org.uk?mediaid=3076>) also

---

<sup>2</sup> <https://www.ucu.org.uk?mediaid=3076>

<sup>3</sup> <https://www.ucu.org.uk/circ/pdf/UCUBANHE85.pdf> gives more information on different forms of bridge funding





contains our model redeployment policy that can be found in Appendix 2. This sets out ways in which a redeployment policy can be meaningful and robust and not simply a 'tick-box' exercise.

In our recent FOI we asked HE employers what process and systems to support continuity of employment they had in place, and you can find further information, including the responses from individual institutions in our Advice for Branches on using the FOI results (<https://www.ucu.org.uk?mediaid=14258>).

We explain a lot more about these process and systems in our Campaigning and Negotiating for Secure Researcher roles (<https://www.ucu.org.uk/circ/pdf/UCUBANHE85.pdf>) and our older Bargaining for Better Research Staff Careers guidance; both of which contain examples of better practice and model polices (<https://www.ucu.org.uk?mediaid=7267>)

**Provisions for staff who are pregnant, taking maternity leave, taking adoption leave or taking shared parental leave during their redundancy protection period.**

Local agreements also need to cover the processes that will apply to staff who are pregnant, taking maternity leave, taking adoption leave or taking shared parental leave during their redundancy protection period.

The standard terms and conditions for research grants allow for the extension of grants or the provision of additional funds in the case of researchers going on maternity leave.

Some employers however will simply pay a new parent their contractual maternity pay and then seek to make them redundant at the end of their fixed-term contract (or the end of their maternity leave) in the normal way.

Changes to the law from April 2024 however mean that employees who are pregnant, on maternity leave, taking adoption leave or taking shared parental leave have an extended period of redundancy protection (see below for periods of protection). These changes significantly increase the protected redundancy period.

During this protected period, if their post is at risk of redundancy (for example, if the funding for their research project is coming to an end, whether they are on a fixed-term contract or not), they must be offered a suitable alternative vacancy if there is one. This is a stricter obligation than the general obligation to seek alternative employment.

**Anyone who has this redundancy protection has priority over other employees. This applies even if other employees are also suitable.**

For more information on protected redundancy periods see our guidance <https://www.ucu.org.uk?mediaid=14565>

That means that institutions should have a policy in place that means that 'suitability' can be assessed and established fairly, that suitable vacancies can be proactively identified, and that ensures that employers offer any employment found to be suitable without any competitive process.





Branches should seek to negotiate a policy that establishes:

- that the extension of contracts in cases of maternity, adoption, additional paternity or shared parental leave should not be to the detriment of any eligibility for bridge funding at the end of contracts or funding periods
- that all research staff on fixed-term contracts are placed on a redeployment register at an early point and assisted in maintaining an up-to-date 'skills profile' in line with the model redeployment agreement
- that when a vacancy becomes available, those at risk of redundancy during their redundancy protection period are placed at the front of the matching process for suitable alternative employment
- that suitable alternative employment will be established when a person at risk meets the essential elements of the person specification or can be trained to meet the essential elements of the person specification within a maximum of 3 months. Managers should be given clear guidance that they must decide whether the individual has the suitable skills, abilities and qualifications to meet the essential criteria and not whether the at-risk individual is deemed to be the 'best' candidate by the institution.
- that during a protected redundancy period staff who are matched to a suitable vacancy will be offered the job without further competition
- that any meetings arranged between staff matched as suitable and managers are explicitly not interviews and are organised with reasonable account taken of leave requirements
- that if the decision is taken that an individual is not suitable, the specific reasons for this decision are recorded
- that staff who are offered employment as a consequence of this matching process are given full information about the role and enabled to make an informed decision on whether to accept it
- that the terms and conditions of the role offered need to be no less favourable than that from which the employee is being made redundant.

Details of the specific protected redundancy periods are set out in Appendix 2.

### **Point 5**

***Working with UCU to create development opportunities and career paths for research staff.***

The National Framework Agreement in Higher Education (2004 but still in place) contains a section making clear that access to development that balances the needs of their institutions with that of their own career should be open to all staff regardless of their academic pathway.

*"Access to training and development is important both for the motivation of staff and to enhance their contribution to the institution. HE institutions will make available suitable*





*training and development opportunities to all staff, irrespective of their present grades or career pathways.*

*Institutions will operate regular development reviews for all staff with a view to facilitating both the improvement of performance to meet institutional objectives and career development for individuals - and will offer suitable development opportunities in the light of these."*

Despite agreement that more needs to be done to address the training, development and management issues associated with research staff with the aim of better integrating them into the university community, there has been a tendency to view research as a discrete academic pathway.

Researcher development is narrowly conceived as being the set of transferrable skills needed to secure funding or translate a researcher into the wider labour market for those with research skills. Academic development for researchers frequently does not include access to sessions on teaching that might prepare staff for a move between the research and the teaching and research pathways.

In our 'Counting the Cost of Casualisation' survey (2019), the vast majority of HE respondents stated that their preferred option was to secure a teaching and research role.

Consequently, training and professional development that does not pay attention to career development across pathways has the effect of confining large numbers of research staff to a research pathway which can be a barrier to their academic development. This may also be one reason why rates of participation in professional development and training remain consistently low among research staff.

The revised 2019 Concordat to Support the Career Development of Researchers (<https://researcherdevelopmentconcordat.ac.uk>) devotes one of its three sections to professional and career development. It requires signatories (the majority of HEIs) to provide opportunities, structured support, encouragement and time for researchers to engage in a minimum of 10 days professional development per year. It also requires managers to identify opportunities and allow time (in addition to the 10 days professional development allowance) for researchers to develop their research identity and broader leadership skills.

Branches should use this to try to negotiate improvements to the training and development open to research staff to ensure that it supports researcher development including the possibility of movement between research and research and teaching pathways.

- There should be an entitlement to a minimum of 10 days professional development per year. This should be chosen by the researcher and should be in addition to any compulsory CPD or training necessary to do their job.
- There should be regular career development discussions between researchers and their managers (which should be recognised in the workloads of both) and researchers should be helped to identify opportunities and provided with adequate time to develop their



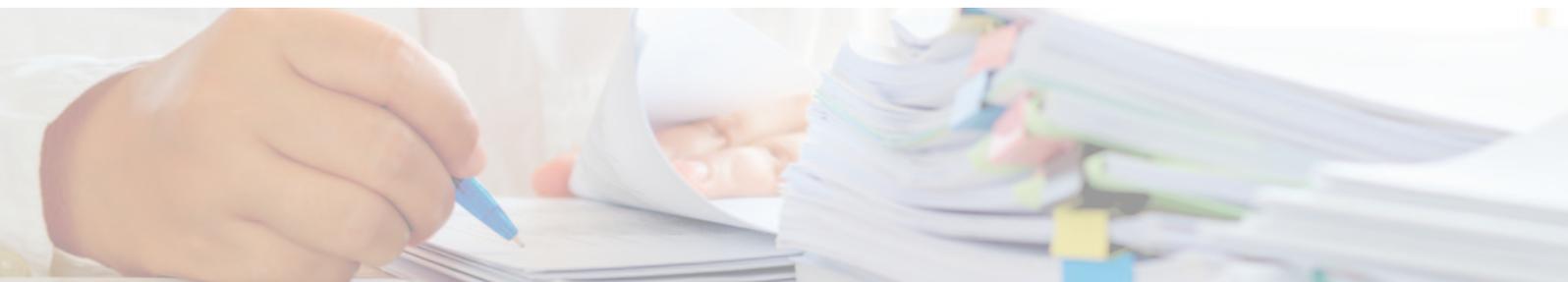


research identities and broader leadership skills. This could include time to prepare their own funding bids, time to carry out their own research and opportunities to collaborate.

- Specifically in relation to research staff, in addition to giving them the skills necessary to sustain a research career, this must involve opportunities to develop the skills necessary for a broader academic career in one or more of the academic pathways. This should explicitly include access to training in teaching in higher education.
- There should be support and information to help research staff understand and explore the research opportunities outside of academia.

## FURTHER RESOURCES

- **Background reading to help prepare the branch for a claim:**  
Building Effective Bargaining – A brief guide for UCU representatives  
(<https://www.ucu.org.uk?mediaid=11563>)
- **Campaigning and Bargaining for Secure Researcher Roles**  
(<https://www.ucu.org.uk/circ/pdf/UCUBANHE85.pdf>)
- **Bargaining for Better Research Careers**  
This covers a lot of the same ground as BANHE85 but includes some useful checklists  
(<https://www.ucu.org.uk?mediaid=7267>)
- **Negotiating on casualisation in higher education**  
This contains advice about negotiating on all aspects of casualisation; includes model claims  
(<https://www.ucu.org.uk?mediaid=7823>)
- **Stamp Out Casual Contracts HE Campaign Pack**  
This includes tactics about pursuing local claims and includes model petitions  
(<https://www.ucu.org.uk?mediaid=9407>)
- **Results of our FOI on support to Research Staff and branch guidance**  
This gives the individual data for each employer who responded and advice for branches on how to use the results. (<https://www.ucu.org.uk?mediaid=14258>)
- **Guidance for Research managers employing fixed-term staff**  
A document aimed at Research managers / Principal Investigators on how they can support the fight against casualisation. (<https://www.ucu.org.uk?mediaid=5242>)
- **Counting the Cost of Casualisation in Higher Education survey**  
Survey conducted in 2019 that could be adapted for local use as part of a campaign and to support a claim to the employer. (<https://www.ucu.org.uk?mediaid=10336>)
- **Redundancy, pregnancy and new parents** (England, Scotland and Wales)  
Provides details on the protected redundancy periods for new parents  
(<https://www.ucu.org.uk?mediaid=14565>)





## APPENDIX 1

### MODEL FIXED-TERM CONTACT POLICY

This policy has been agreed between X University and XUCU and will commence on (insert date)

#### 1. Introduction

The University is committed to ensuring continuity of employment for its staff and to use fixed-term contracts only for transparent and objective reasons where there is a genuine fixed-term need.

The University will avoid the successive use of fixed-term contracts<sup>2</sup> and will transfer staff to permanent contracts once they have completed four years' service, or earlier if appropriate.

Where fixed-term contracts are used the University will ensure that staff are treated no less favourably than permanent staff and are informed of permanent vacancies.

The University will not take any action that it is contrary to the Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

This policy will apply to the use and management of fixed-term contracts for academic (including research) and academic related staff across all departments.

This policy will be effective from (insert date) and will be jointly reviewed every two years or whenever there is a change in relevant legislation.

#### 2. Purpose

The aim of this policy is to

- reduce the use of fixed-term contracts within the University
- provide for the transfer of fixed-term staff to permanent contracts
- specify how fixed-term contracts will be managed
- identify specific issues in relation to contract research staff and hourly-paid staff
- specify the action required at the termination of a fixed-term contract.

As part of this policy, the University will carry out an annual audit of the use of fixed-term contracts across the University which will include equality data and will share the results with the UCU.

If the use of fixed-term contracts does not significantly reduce or there are equality implications the university will take action, agreed with the UCU, to address the situation.

---

<sup>2</sup> Such contracts should not have identified 'at risk' dates or similar





### 3. Reduction in the use of fixed-term contracts

The University is committed to a significant reduction in the existing numbers of fixed-term contracts and to limiting their future use.

In future, permanent contracts will be the normal form of employment for all staff and fixed-term contracts will only be used when there are transparent and objective reasons where there is a genuine fixed-term need.

This test for whether there is a genuine fixed-term need should be applied in each and every case.

The University is the employer and therefore overall responsibility for the management of fixed-term contracts is held centrally.

Decisions on the use of fixed-term contracts should not be made solely by Heads of Departments or line managers but must be referred to personnel / human resources to ensure that they are in line with University policy and in accordance with the fixed-term employee regulations.

The University recognises that this will represent a significant shift from current practices and will ensure that this policy is brought to the attention of all managers and staff and is well publicised.

The University will also take steps to monitor the implementation of the policy centrally and will take appropriate action where it appears that the policy is not being followed within departments.

### 4. Transfer of staff to permanent contracts

All staff on fixed-term contracts will be transferred to permanent contracts immediately if they have at least four years' service or when they have completed 4 years' service.

All fixed-term staff with less than 4 years' service will be transferred to permanent contracts by (insert date) unless the continued use of the fixed-term contract can be demonstrated to be linked to a genuine fixed-term need.

Hourly-paid staff should also be transferred to pro-rata or full-time contracts as appropriate other than in exceptional circumstances (see 7.2).

In pursuing this policy, the University gives its commitment that the acquiring of 4 years' service will not be regarded as a legitimate reason for the expiry of a fixed-term contract.

The University gives a commitment to no compulsory redundancies as a direct result of this policy.

### 5. The circumstances in which fixed-term contracts may be considered

Fixed-term contracts should only be used on those occasions where the employer can demonstrate a real business need, i.e. that the employer can identify facts evidencing a business objective which can only be met by the use of a fixed term.





Where a business objective is identified but can be achieved by alternative means which do not involve the use of a fixed term, the employer will not have established a real business need.

Even where a real business need is established the use of a fixed term contract may not be justified if, after consideration of all the facts, it is apparent that the detriment caused to the employee by remaining on a fixed term contract outweighs the expected benefits accruing to the employer by the use of a fixed term contract.

It follows that on every occasion the employer must adopt an individual approach to the issue rather than apply a blanket rule.

Whilst it may be appropriate to offer fixed-term contracts for short periods of time with an aggregate period of less than 4 years, fixed-term contracts should not be used for a period beyond 4 years of continuous employment.

#### **6. Management of fixed-term contracts**

Where staff are placed on a fixed-term contract in accordance with paragraph 5 they shall be treated no less favourably than comparable staff on permanent contracts.

In particular, fixed-term staff will:

- have equivalent terms and conditions of employment to colleagues on comparable permanent contracts including pay, absence provisions, pensions
- be provided with a suitable working environment
- have the same opportunity as other staff to access services to develop their career such as staff development, training, appraisal and careers advice
- be provided with information on, and the opportunity to apply for, permanent positions in the university
- be able to access university facilities such as libraries and intranet services
- have the right to participate in university governance and committees
- have their contracts regularly reviewed to consider whether the continued use of their fixed-term contract remains justifiable on objective grounds as set out in paragraph 5
- on request, be provided with a written statement within 21 days explaining any differences in their employment arrangements from those of comparable permanent employees on a 'term by term' basis
- after 4 years' service be provided with confirmation that the post is now permanent
- on request, at any time, be provided with the objective justification for the post to be on a fixed-term basis.





## 7. Particular Groups of Staff

### 7.1 Contract Research Staff (CRS)

The University recognises that the use of fixed-term contracts within research for the employment of CRS is widespread. This policy applies to CRS as it applies to other staff groups and the commitment to the use of permanent contracts as the normal form of employment extends to research staff.

Research staff will only be placed on a fixed-term contract if the use of such a contract is in accordance with paragraph 5.

The University acknowledges that this represents a major overhaul of the way in which research staff are employed with a significant transfer to, and future use of, permanent contracts.

CRS will no longer be appropriate terminology for groups of research staff who should be referred to by reference to their job title (e.g. level 2 researchers).

The University recognises that a level of research funding is provided for investment in the research staffing infrastructure including investment that will allow continuity of employment between externally funded research projects.

Examples could include the use of bridging funds, retraining budgets, the establishment of pools of researchers or a redeployment database.

In this way the University will retain high quality, experienced staff and employees will maintain their continuity of employment.

The University also re-iterates its commitment to the active management of research careers and the Concordat to Support the Career Development of Researchers.

### 7.2 Fixed-term hourly-paid staff

The University also recognises that hourly-paid staff also form a large and distinctive group particularly affected by the use of fixed-term contracts.

The University will transfer hourly-paid staff to permanent contracts in accordance with paragraph 4 of this policy.

The University will also undertake to transfer hourly-paid staff to pro-rata or full time contracts as appropriate other than in exceptional circumstances that have been agreed with the UCU.

The transfer to pro-rata contracts will meet equal pay considerations with staff being transferred to a salary point on the appropriate grade.

The method of calculation of pro-rata contracts will be by reference to the national contract (or to an agreed lower workload agreement) in post-92 institutions and subject to agreement with the UCU in pre-92 institutions.





## 8. Ending of a fixed-term contract

The University will take all necessary and appropriate steps to avoid compulsory redundancies of both permanent and fixed-term staff. It will also meet its obligations in relation to staff facing redundancy during any redundancy protection period.

Up to four months before the expiry of a fixed-term contract, all alternative options should be considered e.g. alternative funding arrangements, renewal, use of bridging funds, retraining and redeployment.

Up to three months before the expiry date, consultation should take place with the postholder on the prospects of alternative options. The postholder may be accompanied by a trade union representative at any discussions about his/her post.

At the same time, the University will consult with the recognised trade unions about any potential redundancies. In the first instance consideration should be given to transferring the employee to a permanent contract if the work is on-going, extending the fixed-term contract (in accordance with paragraph 5), providing alternative work or funds for a temporary period (for example between grants) or slotting the employee into a suitable vacancy (either on a permanent or a fixed-term contract in accordance with paragraph 5).

If these options are not available, or at the employee's request, formal redeployment will be considered. As part of that process the University will actively seek suitable alternative employment for the member of staff. This will include any posts for which training may be required.

The redeployment process is about matching transferable skills not necessarily seeking an exact job match.

The University will also ensure that that departments / schools / centres are willing to take on staff who have been redeployed, including staff that may need significant retraining.

Where the employee does not want to be considered for redeployment or the redeployment process has been unsuccessful, the university's redundancy procedure should be applied.

However, the fact that a member of staff is in a particular fixed-term post the funding for which has ceased, will not be the sole criteria for selection for redundancy. The redundancy procedure will be applied to fixed-term staff in the same way as it is applied to comparable permanent members of staff including any redundancy payments.

The UCU reserves the right to oppose any compulsory redundancies.

## Conclusion

The University recognises that this policy represents a significant cultural shift in the use of fixed-term contracts. However, the University believes that to meet both its legal and moral obligations, and to strengthen its sustainable research capacity, such a policy is both necessary and welcome. This policy is endorsed by the University at the highest level and all managers and members of staff are obliged to comply with its content.





## APPENDIX 2

The protected redundancy periods for (some) new parents are as follows.

### Pregnancy and maternity:

- starts when an employee tells their employer that they are pregnant
- ends 18 months from the exact date the baby is born (if an employee does not tell their employer the exact date, the protected period ends 18 months from the expected week of childbirth).

### If there's a stillbirth or miscarriage

- The redundancy protected period starts when an employee tells their employer that they are pregnant.
- If an employee has a miscarriage within the first 24 weeks of pregnancy, the redundancy protected period ends 2 weeks from the end of the pregnancy.
- If a child is stillborn after 24 weeks of pregnancy, the redundancy protected period ends 18 months from the date of the birth.

### Adoption leave

The redundancy protected period starts on the day someone's adoption leave begins.

It ends 18 months from either:

- the date the adoption placement starts
- the date the child enters England, Scotland or Wales, if it's an overseas adoption.

### Shared parental leave

The redundancy protected period starts on the day a period of shared parental leave begins.

If an employee takes:

- less than 6 weeks leave – the protected period ends on the last day of the block of leave
- 6 weeks or more of continuous leave – the protected period ends 18 months from the date of the child's birth
- If the employee takes discontinuous leave, the redundancy protected period finishes at the end of each period of shared parental leave.

---

<sup>1</sup> <https://www.ucu.org.uk?mediaid=277>

