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## Protecting job and academic freedom for Research and Policy Staff

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**Date and type of General Meeting:** Annual General Meeting, 18th June 2025

**Status:** Passed

**Motion text:**

This branch notes:

1. According to LSE's data, 100% of Research and Policy Staff are employed on fixed-term or "open-ended subject to funding" contracts. None have genuinely permanent contracts.
2. Other HEIs do better. Glasgow agreed to explore standardising converting to research staff to properly permanent contracts. Bath has piloted pooled funding models. Oxford has more permanent, centrally-funded research staff than LSE has total research staff.
3. The Academic Annex applies to all Research and Policy staff.
4. Ongoing negotiations to revise the Annex began in 2024. The School proposed (and has not retracted) replacing and weakening redundancy procedures for Research and Policy Staff, which it presently fails to follow. Branch negotiators presented a paper to the School in April 2025 on creating better retention policies instead. The School has yet to respond.
5. The School's main proposals for reducing precarity do not involve significant usage of genuinely permanent contracts and emphasise hiring "generic" researchers.
6. Academic Board resolution (2 December 2024): "In line with the guiding principle that the Annex 'shall be construed in every case' to 'apply the principles of justice and fairness', any proposed changes to the Academic Annex should protect the equal standing, treatment and protections of all staff categories covered by the Annex."
7. UCU's [Challenging Redundancies](#) guidance (November 2024) covers redundancies and redeployment of casualised research staff under statutes like the Annex.
8. UCU report [Second class citizens](#) (2020) asserts: "all permanent academic staff should show solidarity with casualised colleagues by supporting... local actions and... revitalising oftentimes moribund statutory governance mechanisms in their institutions."
9. A 2023 UCU [report](#) rated LSE 33.5 out of 100 on insecure employment for research staff.
10. UCU Congress 2025 overwhelmingly resolved to campaign against *all* redundancies, including "stealth" redundancies of fixed-term staff and externally-funded researchers.

This branch believes:

- a. LSE systematically breaches employment contracts by failing to follow Academic Annex redundancy procedures.

- b. Job security is fundamental for academic freedom. It is shameful to be a sector laggard.
- c. Genuinely permanent contracts should be the norm, not the exception, even for Research and Policy Staff.
- d. The Annex safeguards academic freedom. Procedural deviations should be challenged.
- e. There is no hierarchy of staff categories. Everyone builds the campus community.
- f. Research and Policy Staff have their academic freedom limited by the obligation to pursue others' research goals. "Generic" positions would be a further step backwards.

This branch resolves to:

- i. Resist the erosion of Academic Annex protections and work to retain/restore the equal standing of Research and Policy Staff under the Annex.
- ii. Fight for genuinely permanent contracts for research and policy staff that allow for development of individual research identities.
- iii. Give the Committee a mandate to work with other branches and support national efforts to share strategies, information, and data for fighting casualisation and research staff precarity.
- iv. Call on the School to ensure procedures included in employment contracts and the School's governing documents are followed without deviations.
- v. Adopt the goal of expanding Academic Annex protections to all staff conducting teaching and/or research and aspire to extend equivalent protections to PSS.

**Proposing group:** Submitted by Committee

**Amended:** No

**Total votes:**

- For: 53
- Against: 0
- Abstained: 0