3.18.6 (c) respecting and promoting the principles of intellectual pluralism;

3.18.6 (d) recognition of any specific limitations on publication, intellectual property rights and exploitation, which have been agreed by the University, the School, academic unit, research group or lead researcher with the sponsor of the research or other third party in advance, save where maintenance of the confidentiality would breach a legal obligation or ethical imperative;

3.18.6 (e) avoidance of betrayal, through publication or other dissemination, of research information given or obtained in confidence, without approval or without appropriate steps to maintain the anonymity of the source; and

3.18.6 (f) a requirement in pursuing research and scholarship to comply with norms for the good management of, and accounting for, the resources of the University and/or other sponsors.

3.18.7 Research for pecuniary return to the individual shall be subject to prior written approval by the University as laid out in the terms and conditions of employment.

**3.19 Removal from Office as Pro-Vice-Chancellor, Deputy Pro-Vice-Chancellor, Head of College, or Such Other Academic Officer as Has Been Designated by Council in Accordance with Section 1 of Statute 14**

The procedure to be followed where the University is proposing to remove a person from the office of Pro-Vice-Chancellor, Deputy Pro-Vice-Chancellor, Head of School, or such other Academic Officer as has been designated by Council (in accordance with Section 1 of the Statute), where no dismissal from the substantive post is contemplated, under Statute 14 Clause 2(4) shall be as follows.

Part I – Application and Scope

3.19.1 This Ordinance applies to any office of Pro-Vice-Chancellor, Deputy Pro-Vice-Chancellor, Head of School, or such other Academic Officer as has been designated by the Council (in accordance with Section 1 of the Statute) and which is distinct from that individual's substantive post as defined by Statute 14 Clause 2(1). The holder of such an office shall hereafter be described as the "office holder".

3.19.2 This Ordinance sets out the procedure to be followed where the University proposes to terminate the period of office of such an office holder referred to in paragraph 1 prior to the prescribed or normal termination date for that office, except where the office itself is abolished, or the period of office of the office holder expires, in which case the person’s tenure of the office will cease automatically.

3.19.3 This Ordinance shall not apply to removal of a member of staff from a substantive post.

3.19.4 If an office holder ceases to hold a relevant substantive post, the office referred to in paragraph 1 held by him or her shall automatically lapse and this procedure is inapplicable.

Part II - Procedure

3.19.5 Where it is considered desirable by the Vice-Chancellor or his or her nominee to terminate the period of office of an office holder prior to the prescribed or normal termination date for the office in question the Vice-Chancellor shall first seek to resolve the position informally, including giving the office holder an opportunity to resign from the office (while retaining his/her substantive post in the University). If it proves not possible to resolve the position informally, the following procedure, as appropriate shall apply:

3.19.5 (a) at any point in the procedure the office holder shall have the right to resign. In such a case, all procedures under this Part shall cease;

3.19.5 (b) the Vice-Chancellor may suspend the office holder from carrying out the duties of the office pending the conclusion of this procedure;

3.19.5 (c) the office holder shall be given details in writing of the reasons for the early termination of the period of office and shall be invited to a hearing by a Panel comprising three persons of the University designated by the Pro Chancellor (or nominee), one of whom shall be designated as Chair by the Pro Chancellor (or nominee) to conduct the hearing;

3.19.5 (d) the Panel shall have discretion to decide on the conduct of the hearing (which should be held in private), including

(i) the calling of witnesses; and

(ii) whether the proceedings should be adjourned at any time.

The Panel will be advised by the Director of Human Resources or a nominee with a personnel qualification and/or experience;

3.19.5 (e) the office holder shall be entitled to be accompanied and/or represented at the Panel Hearing. The office holder's representative may be a member of staff or a trade union representative of his/her choice. The representative may attend the Hearing with the office holder, may speak on the office holder's behalf, but may not, except with the permission of the Chair of the Panel, answer questions (relating to the issues in dispute) on the office holder's behalf;

3.19.5 (f) if the office holder or his or her representative is not available at the time proposed, the meeting shall be postponed to another reasonable time at which they are both available being normally not later than 14 calendar days after the date first proposed for the hearing;

3.19.5 (g) if the office holder fails to attend the hearing without a valid reason, or is prevented from attending for such a long period, for example by

illness, that the delay involved would be unreasonable, the Panel shall have power to proceed with or continue the hearing in the absence of the office holder. If the office holder is not present at the hearing, he or she shall still have the right to be represented.

3.19.6 The decision of the Panel (by majority, if necessary) whether to terminate the period of office of an office holder shall be given in writing and sent to the office holder. If the decision of the Panel is that the office holder be removed from office, the Panel shall also determine whether or not the removal from office is with immediate effect or whether or not to suspend or continue the suspension of the office holder pending any appeal. The notification of the decision of the Panel will be sent by recorded delivery (or equivalent) to the home address of the office holder.

3.19.7 If the office holder wishes to appeal against the decision of the Panel, he or she should do so in writing to the Vice-Chancellor normally within 14 calendar days of receipt of the decision of the Panel, setting out in full the grounds of his/her appeal.

3.19.8 The appeal will be heard by a Panel ("the Appeal Panel"), convened in accordance with paragraph 9 below.

3.19.9 The Appeal Panel shall comprise three persons (being persons other than members of the Hearing Panel) designated by the Pro Chancellor or his/her nominee to hear the appeal.

3.19.10 The Appeal Panel shall have discretion to decide on the conduct of the appeal hearing in accordance with the provisions set out in paragraphs 5(iv) – (vii) above.

3.19.11 As soon as reasonably practicable after the appeal hearing, the Appeal Panel will make its decision (by a majority if necessary). The Appeal Panel shall be entitled to:

3.19.11 (a) confirm the decision to remove the office holder from office reached by the initial Panel;

3.19.11 (b) allow the appeal.

3.19.12 The decision of the Appeal Panel shall be given in writing and sent to the appellant. The decision of the Appeal Panel shall be final.

**3.20 Redundancy Dismissals**

The procedure for dismissing members of Staff by reason of redundancy and for the handling of appeals against such dismissals, under Statute 14 Clauses 7 and 8 shall be as follows:

<u>Part I - Application and Scope</u>

3.20.1 This Ordinance applies to members of Staff as defined by Statute 14 Clause 2(1), with the exception of those Staff excluded from the scope of Statute 14 Part II by: