



UNIVERSITY OF
LIVERPOOL

Workload Allocation Model (WAM)

A project board including representatives of University Faculties and relevant Professional Services and has been established to direct the project:

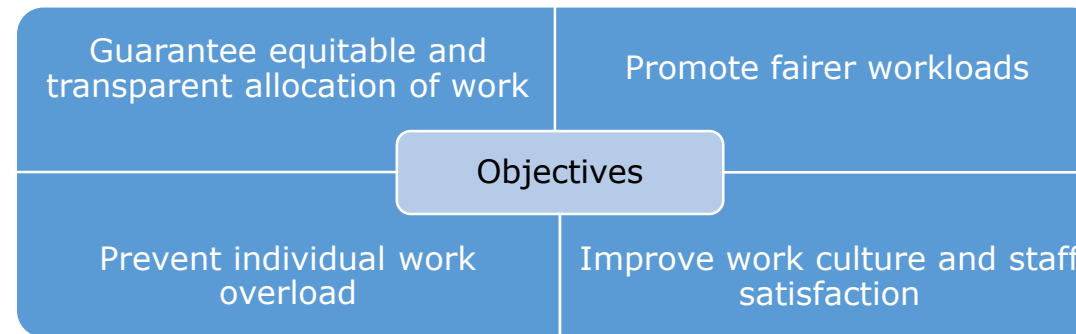
Professor Gavin Brown	Chair
<ul style="list-style-type: none">• Professor Ken Badcock• Mr John Cartwright• Mrs Carol Costello• Professor Lin Foxhall• Professor Blair Grubb• Professor Ronan McGrath• Mr Steve Plant• Dr Andrew Plowman• Mr Graham Pollard• Mrs Steph Readey• Mrs Lisa Chart	<ul style="list-style-type: none">• Science & Engineering• Computing Services• Human Resources• Histories, Languages & Culture• Health and Life Sciences• Physics• Human Resources• Modern Languages & Cultures• Health and Life Sciences• Management School• Human Resources (Secretary)

In addition, a project working group is to be established to action decisions made by the project board.

The following approach to WAM implementation has been agreed by the project board:



With the following objectives agreed for the WAM framework consultation process:



The UoL Framework

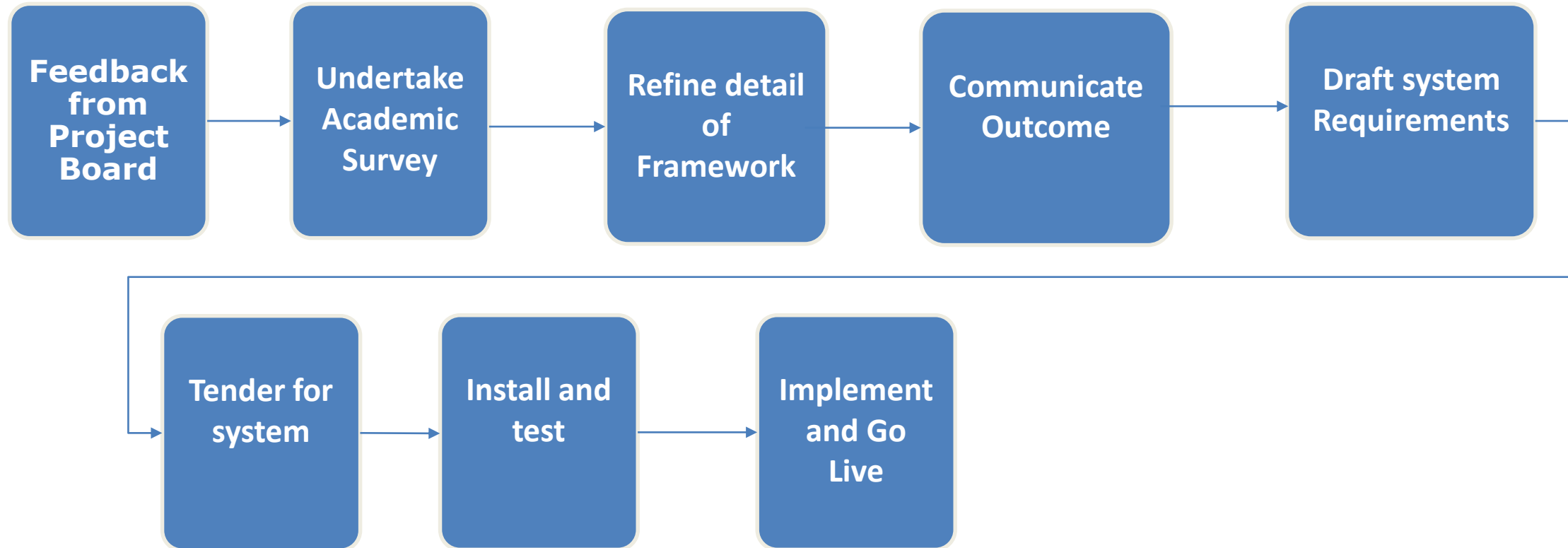
Primary Principles

<i>Equity</i>	Ensuring an equitable and consistent approach across all Faculties
<i>Consultation</i>	A fully consultative and transparent approach throughout the project
<i>Transparency</i>	Clearly understandable with appropriate visibility of all staff activities and how they have been allocated
<i>Efficiency & Effectiveness</i>	A more efficient way to plan academic workloads

Purpose of WAM Framework

<i>Research</i>	Staff with a contractual duty to research are given time and opportunity to develop and publish their research
<i>Quality</i>	Support high quality research led teaching and learning
<i>Consistency</i>	Provide for consistent treatment with the allocation of work to academic staff in each Faculty, taking account of discipline-specific characteristics
<i>Health & Safety</i>	Assist in addressing H&S obligations, particularly with regard to stress, well-being and work-life balance
<i>Equality & Diversity</i>	Assist the University in meeting its equality and diversity obligations, including staff working on a part-time basis
<i>Costing</i>	Support improved module and programme costing
<i>PDR</i>	Support and complement the annual staff PDR management process
<i>Data</i>	Provide more robust data for external stakeholders and funding bodies

Next Steps



A detailed programme will be developed for each of the steps approved by the project board.