Guidance for Application of Research WLP Hours

2025-26

Research WLP Hours

Tier RT1: 400 hours - Substantial and sustained research activity with outstanding high-quality outputs

PROFILE
Individuals allocated RT1 will need to provide evidence of delivering world-leading or internationally excellent research, producing multiple outputs at the highest level, securing externally funded research and/or KE activity, generating impact with significance and reach, and evidencing peer-esteem and leadership in a disciplinary field[1]

RT1.1 Activity
The previous year's agreed research plan has been fulfilled and an ambitious and proactive research plan appropriate to the profile above, and with SMART, in-year deliverables, is in place for the coming year. This plan should include activity and output associated with the following areas:

RT1.2 Outputs
Over a period of 5 years, has produced multiple outputs, including but not limited to peer-reviewed journal articles, monographs, book chapters, exhibitions, performances and artefacts that are at the highest level evidencing world-leading and/or internationally excellent research and potentially REF-returnable.

RT1.3 Research Management
Substantial research management responsibilities, including but not limited to the supervision of research students as Director of Studies, the line management of contract research staff funded on external income, and being PI of externally funded projects or Co-PI of large collaborative projects. Evidence of commitment to the career development of research students and contract researchers.

RT1.4 External Engagement
Significant external research-related commitments (e.g. peer review committees, advisory boards, editorial boards, invited talks, international collaborations). This may include knowledge exchange activity connected to the field of research including, for example, the generation of KE income (e.g. consultancy, CPD and collaborative research), the commercialisation of research, and Knowledge Transfer Partnerships.

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[1] The guidance of what is expected of peer-esteem and leadership is according to career stage.

RT1.5 External Research Funding
Sustained and ambitious bidding over a period of up to five years for significant fEC external funding as appropriate to discipline, some of which has been successful. Where unsuccessful, there is evidence of high quality submission (e.g. reaching the latter stages of consideration, or high peer-review scores).

RT1.6 Research Leadership and Environment
Prominent, sustained and proactive role in research leadership and development of the research culture and environment in a faculty/school/department or across the university, within the research WLP allocation and appropriate to career stage, and over and above otherwise resourced formal leadership roles (such as Research Institute/Centre Director, Chair of RIKE network Steering Group, Impact Champion or Research Lead), including but not limited to:
- mentoring of less experienced colleagues (e.g in preparing research outputs or bids for funding, career development)
- internal review of funding applications
- peer review of outputs for REF submission.

RT1.7 Research Engagement and Impact
Demonstrable evidence of significance and reach of research impact, with potential for a current or future REF impact case study. Evidence of public engagement with research.

RT2: 200 hours - Sustained research activity with high-quality outputs

PROFILE
Individuals allocated RT2 will need to provide evidence of delivering multiple high-quality outputs some of which are internationally excellent, contributing to or working towards securing externally funded research and/or KE activity, generating impact with nascent significance and reach, and evidencing growing peer-esteem and leadership in a disciplinary field. Career stage will be taken into account as outlined in section 12 of the university workload planning framework.

RT2.1 Activity
The previous year's agreed research plan has been fulfilled and an ambitious and proactive research plan appropriate to the profile above, and with SMART, in-year deliverables, is in place for the coming year. This plan should include activity and output associated with the following areas:

RT2.2 Outputs
Over a period of 5 years has generated research outputs including but not limited to high quality peer-reviewed journal articles, monographs, book chapters, exhibitions, performances and artefacts some of which are internationally excellent or emerging world-leading research and potentially REF returnable. Career stage will be taken into account.

RT2.3 Research Management

Research management responsibilities, including but not limited to the supervision of research students, the line management of contract research staff funded on external income, and being PI or CoI on externally funded projects. Evidence of commitment to the career development of research students and contract researchers.

RT2.4 External Engagement

External research-related commitments (e.g. peer review committees, advisory boards, editorial boards, invited talks, international collaborations). This may include knowledge exchange activity connected to the field of research including, for example, the generation of KE income (e.g. consultancy, CPD and collaborative research), the commercialisation of research, and Knowledge Transfer Partnerships.

RT2.5 External Research Funding

Bidding for fEC external funding appropriate to discipline and profile, some of which has been successful as Co-I or PI. Where unsuccessful, there is evidence of good quality submission (e.g. reaching the latter stages of consideration, or strong peer-review scores).

RT2.6 Research Leadership and Environment

Sustained and proactive role in research leadership and development of the research culture and environment in a faculty/school/department, within the research WLP allocation and career stage, and over and above otherwise resourced formal leadership roles (such as Research Institute/Centre Director/Associate Director, member of RIKE network Steering Group, Impact Champion, or Research Lead), including but not limited to:
- mentoring of less experienced colleagues (e.g in preparing research outputs or bids for funding)
- internal review of funding applications
- peer review of outputs for REF submission.

RT2.7 Research Engagement and Impact

Evidence of emerging reach and significance of research impact with the potential for a current or future REF impact case study where appropriate. Evidence of public engagement with research.