

RTP – YEAR TWO RESULTS

ACADEMIC YEAR
2023 – 2024

Julie Ledder
Head of HR Operations

August 2024



Differences between Year One and Two

This year grade 5 colleagues could apply for promotion. They made up 33% of the applications, with 1 successful transfer and then successfully promoted.

Cases returning for promotion this year that had been considered as eligible last year but chose not transfer, only their promotion case was reviewed, previous RTP stands.

Those already on RTP could apply as RTP's for promotion, 2 out of 7 successful.

Total Applications Year Two – 32

There was a 39% reduction in applications in year two compared to year one

Transfer Only = 7

Transfer and Promotion = 18

Promotion Only = 7

Transfer Only Applications – Outcomes

7 Applications – All new applications, not previously applied.

4 Successful

- 2 @ Grade 6, 2 @ Grade 7
- 3 Technical, 1 PMSA
- 3 HLS, (75% success rate) 1 SCE (33% success rate)

3 Unsuccessful

- 2 @ Grade 6, 1 @ Grade 8
- 2 Technical , 1 Academic Only

Transfer and Promotion – Outcomes

18 Applications

Transfer

9 Successful

- 2 @ Grade 5, 2 @ Grade 6, 2 @ Grade 7, 3 @ Grade 8
- 4 Technical, 5 Academic Only
- 5 HLS (39% success rate), 4 SCE (80% success rate)

9 Unsuccessful 6 Male 3 Female

- 5 @ Grade 5, 3 @ Grade 6, 1 @ Grade 7
- 4 Technical, 3 Academic Only

Note: 6 previous applications of which 4 were successful. 2 Technicians, 2 Academic Only

Transfer and Promotion – Promotion

Of the 9 agreed to transfer , 3 were promoted

Successful = 3

- 1 applying for promotion to Grade 6, 2 for Grade 9
- 1 Technical, 2 Academic Only
- 2 HLS, 1 SCE

Unsuccessful = 6

- 3 applying for promotion to Grade 7, 2 for Grade 8, 1 for Grade 9
- 3 Technical, 2 Academic Only, 1 PMSA
- 4 HLS, 2 SCE

Overall Findings

A reduction of 52% in Transfer only cases deemed to be eligible as opposed to the first year 100% eligibility rate.

Of the 25 Transfer Only plus Transfer and Promotion Cases 52% were eligible to transfer

Overall

- 1 from 6 applications transferred at Grade 5 (17%)
- 5 from 9 applications transferred at Grade 6 (56%)
- 4 from 6 applications transferred at Grade 7 (67%)
- 3 from 4 applications transferred at Grade 8 (75%)

Promotions

Total of 5 promotions of 16 eligible = 31%

1 to Grade 6

1 to Grade 7

1 to Grade 8

2 to Grade 9

Faculty Split of Applications

Faculty	Technical	RTP	PMSA	Academic Research Only	Total	Year 1 % Split	Year 2 % Split	Faculty % Over 2 years
HLS Year 2	11	5	1	5	22		69%	
HLS Year 1	6	0	3	16	25	48%		56%
HSS Year 2	0	1	0	0	1		3%	
HSS Year 1	4	0	0	0	4	8%		6%
SCE Year 2	4	1	1	3	9		28%	
SCE Year 1	15	0	4	4	23	44%		38%
Total	40	7	9	28	84			
	48%	8%	11%	33%	100%			

Year one to year Two

Transfer Only

Year One = 100% successful, Year Two = 57%

Transfer and Promotion

Year One **Promotion** = 44%, Year Two = 33%

Promotion Only – on RTP Career Pathway

Year One = N/A, Year Two = 29%

Total Promotion (T& P and Promotion Only) = 20%

Reduction in cases considered eligible to transfer.

Prior application status seems to have a mixed influence, with some previous applicants succeeding while others did not.

6 previous T&P applications of which 4 were successful to transfer.

What changes are we making this year?

Improved manager guidance and change to the application form, to assist with the narrative. In several of the cases the additional narrative by the line manager and or Head of Department, did not add value

Need to clearly state their opinion on the transfer case regarding eligibility

Will review the guidance for applicants, again stressing the need to articulate why the RTP pathway. What is specialist?

ANY QUESTIONS?

We are the projects
that make headlines
And people that
make history

We are the original redbrick



UNIVERSITY OF
LIVERPOOL

CONTACT

Julie Ledder
Head of HR Operations

RTPCareerPathway@liverpool.ac.uk





THANK YOU

We are the projects
that make headlines
And people that
make history

We are the original redbrick