



Statement on the HESA staff record consultation

From 2019/20, it became optional for higher education (HE) providers in England and Northern Ireland to return non-academic staff data to the Higher Education Statistics Agency (HESA). Of the 228 providers returning staff data to HESA in 2023/24, 125 opted in to returning data on all their non-academic staff, and the remaining 103 opted out¹.

We have long been concerned at the lack of workplace and sector visibility and recognition that this reporting system means for many HE professional service staff. We therefore welcome the proposal from HESA to widen coverage of the higher education staff record to include technical staff and professional and operational staff.

HESA are also considering a move away from the term 'non-academic' for these roles and intend to collect data on staff employment functions². Again, we strongly support these proposed changes, which have the potential to better understand and acknowledge the wide range of staff working to deliver outstanding higher education across the UK.

We all know that representation matters to our members, and the higher education staff that we collectively represent. As one AGCAS member explained:

Professional service staff have largely remained invisible [...] when reporting on university staff numbers. Professional services provide critical elements of student experience and outcomes, and this needs to be recognised and reflected better in statutory reporting.

We believe this consultation is an important step in the right direction, towards fully and equitably recognising the vital work of professional services staff across HE.

Signatories

- [AGCAS](#), The Association of Graduate Careers Advisory Services
- [AHEP](#), Association of Higher Education Professionals
- [AMOSSHE](#), The Student Services Organisation
- [ASET](#), The Work Based and Placement Learning Association
- [CRAC-Vitae](#), Careers Research & Advisory Centre and the Vitae programme
- [NADP](#), National Association of Disability Practitioners C.I.C
- [UMHAN](#), The University Mental Health Advisers Network

¹ Information from <https://www.hesa.ac.uk/news/28-01-2025/sb270-higher-education-staff-statistics>

² Consultation available at: <https://www.hesa.ac.uk/news/16-01-2025/hesa-staff-record-consultation>