

zero tolerance

for zero hours

- Variable hours contracts that do not set minimum contracted hours offer no guarantee of work.
- **Variable hours contracts should only be used in exceptional circumstances and with guaranteed minimum hours.**
- They are bad news for staff, students and, we believe, for institutions.
- **Join UCU and campaign against zero-hours contracts.**



join UCU today: join.ucu.org.uk

zero tolerance for zero hours

- **Staff** can be denied employee status and key employment rights. Without a guaranteed income they are unable to make financial or employment plans year to year, or even month to month.
- **Students** lose out from a lack of continuity of teachers and, often, reduced access to staff employed on minimal hours.
- **Institutions** have no guarantee that there will be anyone able to deliver work when needed.
- **There is no need to use zero-hours contracts** where the whole risk of fluctuating student numbers is taken on by the member of staff rather than being spread throughout the institution. There are other ways to deliver the flexibility that employers claim they need while providing a level of financial security for staff.
- **UCU represents almost 120,000 members. Staff on insecure contracts are a priority for UCU.** We negotiate pay and conditions, provide advice and representation, and speak up for your profession with employers and government. Invest in your career. Join your union today.

For membership benefits: www.ucu.org.uk/join

For more information: www.ucu.org.uk/fthpcommittee

Follow UCUAntiCasualisation on Twitter: @UCUAnti_Cas

Help us stamp out casual contracts: join.ucu.org.uk

