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WELCOME TO THE FIXED-TERM AND HOURLY PAID NEWSLETTER!

This newsletter springs from the desire of the UCU Fixed-Term and Hourly Paid Staff Committee for UCU to communicate more about FTHP issues – campaigns, negotiations and the daily experiences of being FTHP.

We want to see a time when all FTHP staff benefit from good pay, terms and conditions on open-ended contracts. FTHP members have often supported the struggles of other members (for example, hourly paid members have stood on the picket line for pay rises they were not going to get). Solidarity, collective bargaining and collective action are the best tools to achieve fair treatment for all.

We want to hear from you about what life is like in your workplace. Strong links between FTHP and other members are essential to change, and contributions are welcome from all.

Union organisation

Are you organised as FTHP staff at your workplace? How about holding a meeting or day of action on FTHP issues? Or why not set up a stall in a café area one day to

inform FTHP staff about UCU? Many may not know UCU is their union, and find it hard to attend meetings if they are part-time teachers.

Terms and conditions

We want to find out more about the levels of pay and types of contract for FTHP staff. Do FTHP staff at your workplace get annual increments and national pay awards? Are FTHP pay and conditions included in negotiations and agreements? Do you know an example of good practice? Are you hourly paid – if so, what is your hourly rate? Are you required to get work via an agency? Are you a postgraduate student staff member? Do you have the same access to photocopying and desk facilities as other staff? Can you join the pension scheme? Are you on a zero hours contract?

Do get in touch. If you want your contribution to be anonymous, please make this clear. See the back page for contact details.

Jean Crocker, Chair FTHP Committee

MEET THE COMMITTEE AT CONGRESS

The committee will be hosting a fringe meeting about fixed term and hourly paid issues at UCU Congress. Look out for details in your delegate pack.

Members of UCU Fixed Term and Hourly Paid Committee

The Fixed-Term and Hourly Paid Committee is a national UCU Committee that reports to the National Executive Committee. It covers both **FE** and **HE** and is made up of UCU members who are on fixed-term, hourly paid or other causal contracts themselves.

There are **10** members of the Committee who are elected for **2 years** at the annual Fixed-Term and Hourly Paid meeting (5 elected each year).

The following members sit on the Committee:

Jean Crocker (Durham University), Chair, Sally Ingrey (City & Islington College), Vice-Chair, Mike Barton (City & Islington College), Pam Clarke (Liverpool University), Steve Funnell (Keele University), Bernard Harper (Leicester College), Kyran Joughin (Wimbledon School of Arts), David McKee

(Strathclyde University), Mike McNulty (Open University) and Jim Thakoordin (Bedford & Luton ACE).

Jim Thakoordin also represents the FEC on the Committee and Lesley Kane (OU) sits on the Committee as an HEC member.

INTRODUCING MEMBERS OF THE FTHP COMMITTEE

This issue: Jean Crocker, Steve Funnell, Jim Thakoordin and Pam Clarke

Jean Crocker – I am hourly paid and have been an activist for fixed-term and hourly paid since the mid-1990s. I am on the Durham UCU Committee and am involved in negotiations on assimilating hourly paid. I am on the Northern regional committee, where we are setting up a network of part-time staff members. I am currently Chair of the Committee.

Steve Funnell - I am a sessional tutor at Keele University where I am studying towards a PhD in Industrial Relations. I am on the Keele UCU committee, and have formed a working party for FTHP issues. We are going to hold a recruitment day shortly, and I hope to give a report on this in the next FTHP newsletter. We are taking industrial action at Keele over proposed redundancies, so the need to unionise all teaching staff has become even more pressing.

Jim Thakoordin – I work at Bedfordshire and Luton ACE where I am the Branch Secretary. I am also a delegate to my Regional Executive Committee and have been a member of the UCU / NATFHE NEC for 4 years. I am an active member of UCU's Disabled Members' Committee and the TUC Regional Council Disability Group. I have attended national conferences and am a member of the FE

national pay committee. I have been involved in the past as a governor on further and higher education and sit on Employment Tribunals. I have also published works on Race, Disability, Gender, Age and Cultural issues.

I am the editor of this newsletter and welcome comments and contributions.

Pam Clarke - I am a researcher on a fixed-term contract; I have also been employed as a lecturer on a series of fixed-term, hourly-paid contracts.

My main concerns are:

- to ensure that all hourly-paid staff (who wish to) are assimilated into the workforce, by being given pro-rata, permanent employment contracts;
- to avoid further redundancies and safeguard job security for *all* staff on fixed-term contracts, by strengthening redeployment procedures and, if necessary, freezing vacancies.

As a member of Liverpool UCU Committee, I recruit, advise and support FTHP members, and, along with my union colleagues, I work with the employer to secure the employment rights of FTHP staff throughout the institution.

COMMITTEE PRIORITIES 2007/8

1. Job Security - to identify and promote means of improving job security for FTHP staff in FE and HE.

2. Inclusion of fixed-term and hourly paid staff - to promote the explicit inclusion and integration of members on fixed-term and hourly paid contracts within the union.

3. Information gathering - to gather information about the pay, terms and conditions of fixed-term and hourly paid staff in FE and HE.

4. Framework Agreement and national representation in HE - to work to

ensure the explicit inclusion of hourly paid staff in both the pre-92 and post-92 sectors in JNCHES national negotiations including a review of progress of assimilation of hourly paid staff under the Framework Agreement.

5. Communication - to improve communications with fixed-term and hourly paid members and potential members.

6. Organising and recruiting - to promote the organisation and recruitment of fixed-term and hourly paid staff at national, regional and local level.

Jane Thompson, UCU HE Policy Officer looks at FIXED-TERM CONTRACTS IN HE – A NATIONAL PERSPECTIVE

Since the advent of the Fixed-Term Regulations in 2002 there have been some changes in the use of fixed-term contracts in HE. The overall percentage of staff on fixed-term contracts is starting to drop although it remains stubbornly high for teaching only and research staff (59% and 85% respectively in 2005/6). Institutions have taken different approaches to the Regulations – some have responded positively to individual claims, some have agreed to put all staff with 4 years' service onto permanent contracts and some have, unfortunately, refused to accept that the Regulations make any difference.

UCU has won permanent contracts by supporting members locally, regionally and nationally through the legal scheme. We have also been successful in challenging less

favourable treatment of fixed-term staff. It's certainly true that members themselves and human resources staff are far more aware of the rights of fixed-term staff at the end of their contracts. Unfortunately, recruitment to fixed-term contracts is not dropping.

In 2005 nearly $\frac{3}{4}$ of teaching only staff were recruited onto fixed-term contracts and the same was true for 96% of researchers. This seems to indicate that whilst employers are finally waking up to their responsibilities to longer serving fixed-term staff the culture of routinely using fixed-term contracts is not changing. We need to continue to challenge this and to ensure that new permanent contracts offer increased job security. The fight against casualisation remains an area of high priority for the union.

PART-TIME WORKERS IN FURTHER AND ADULT EDUCATION

Sally Ingreys (City & Islington College) is the Fixed-term and Hourly Paid Committee Vice-Chair

College part time workers are the Cinderellas of the education sector.

They comprise two thirds of teachers in further and adult education yet often feel undervalued and unsupported by the institutions they work for.

Part time staff work in a twilight world of low pay and job insecurity (only 21% are on permanent contracts). More than two thirds have no trade union support or do not know it

is available for them. So says a recent research report funded by the Learning and Skills Council regarding the situation of part-time teaching staff.

If the situation is so dire, why then do these philanthropists of the whiteboard continue in their charitable endeavours? The answer, it seems, lies with student appreciation and the freedom of part-time working. Weighed up against this is a constant daily battle for a few

pennies to rub together, or even a place to hang one's hat.

Education since 1992 has clasped market led principles with increased targets for performance and efficiency. In turn this has led to all lecturing staff being seen as useful cogs rather than professionals who know about teaching and their own subject.

In 2005 Andrew Forster looked at the contribution Further Education Colleges made. He concluded that FE colleges had achieved a great deal but that the 'increasingly casualised' nature of the workforce in FE needed to be tackled as it created low morale among staff.

So what then does the report recommend? It outlines staff development, and that the legal rights relating to part-time employment should be used and enacted. It suggests that were this to happen, part-timers would move out of the shadows. It would end their isolation, allowing them to take a full and active part in their lives at work.

Colleges could not run without the commitment of part-time staff. But these staff need a commitment to improved professional status, pay, and resources.

INFORMATION GATHERING - *Kyran Joughin*, *Wimbledon College of Art*

Do you know how much you earn? Of course you do. But do you know how much you should expect to earn? And do you know how your rate of pay compares with your colleague teaching 10 miles away? Or at the other end of the country?

The FTHP committee has set itself the task of finding out. Many of us are employed on hourly-paid contracts for more than one institution. The expectation was, once, that we'd be glad of the work. And then we'd find that teaching BA students in one university paid at a rate of £39/hr. In another, MA supervision pays £15 for that same hour. The same is true in FE as in HE, on fixed term and hourly paid contracts.

One of the most striking facts to emerge from national conferences for FTHP staff, across FE

The learning and skills sector could help in this by making sure that a professional working environment governed the appointment of part-timers along with effective working conditions.

There are moves to improve quality for learners indirectly through the assurance of widespread improved standards of professionalism. However until part timers are brought in from the cold, professional standards for students and teachers will continue to be uneven and difficult to predict.

The needs of part-time staff are vitally important at a time when the learning and skills sector is experiencing massive levels of attention from the government and elsewhere to raise standards. How can achievement rise in any industry where a large proportion of the staff is marginalised by the working practises of that same profession?

We can hope that the Foster Report and the government education white paper will be taken seriously. Part-timers are too large a majority to be sidelined and their working conditions speak loudly about any real commitment to education the government may espouse publicly.

Wimbledon College of Art

and HE, is the disparity in earnings, as well as in terms and conditions of service.

I work in an art college that forms part of a larger conglomerate– University of the Arts, London. Hourly paid and fixed term staff are now employed on 2 types of contract – AL (Associate Lecturer) and VP (Visiting Practitioner) - depending on their involvement in assessment. Some staff work on FE and HE contracts (in Foundation) – budget holders are confused as to which rate of pay applies in many cases. The spine point rating at which individuals are assimilated into the Framework Agreement varies from 25 to 34, hourly rates of pay range from £34 to £43 – arguments continue over eligibility for contribution points.

In HE, as the Framework Agreement is signed off and implemented across the country, widely differing interpretations are appearing,

often without clear explanation. Where national pay awards have been successfully negotiated, we need to know how they are applied. Where legislation is being used to effect transfers of FTHP staff to permanent and pro-rata contracts, we need to know how and where it works best. In order to campaign for a fair and inclusive system, for a national scale of pay and grading, we need to know details.

Statistics are notoriously hard to come by. HE and FE institutions are reluctant to divulge figures for FTHP staff. We need to hear from

you. We are looking to record variations in pay levels, as well as details of incremental progression and differences in contracts – including those for postgraduate and agency staff. We need examples of best as well as worst practice.

Let us know your situation. Are you negotiating terms and conditions? Share your experience. If you work in FE please send any information to Andrew Harden at aharden@ucu.org.uk. If you're in HE, please contact Jane Thompson at jthompson@ucu.org.uk

HEALTH AND SAFETY AND HOURLY PAID STAFF

Lesley Kane is Associate Lecturers' Officer of the Open University branch and UCU NEC member

Hourly paid staff are often not considered when institutions are putting together their policies, including those on health and safety matters.

A year ago the OU branch of UCU started making representations to our management asking for recognition that part-time Associate Lecturers, (most of whom now mark students' assignments by computer, respond to emails, and carry out administrative tasks by computer), should be recognised as users of DSE (Display Screen Equipment) for Health and Safety purposes.

We have now been told that Associate Lecturers will be recognised as users of DSE, and (amongst other things) should get free eye tests as a consequence of this. We are also going to have an Associate Lecturer as a UCU branch Health and Safety rep attending the OU's Health and Safety Committee for the first time this year.

If anyone has to make out a case that part-time or hourly paid staff should be recognised as users of DSE, you may find that the document at

<http://www.lhk.me.uk/DSE.doc> is useful, as well as the Health and Safety Executive publication it refers to.

Health and Safety reps have a right to paid time for attending Health and Safety Committee meetings, and for carrying out other responsibilities. If you are part-time and become a health and safety rep, you should be paid for the same amount of time as full-time colleagues on similar work for attending Health and Safety Committee meetings and for certain other duties.

If your salary varies according to the number of hours you work, you should be paid your normal / average hourly rate.

NEWS IN BRIEF

FTHP 'Drop In' Session at Keele

At Keele we held a 'drop in' session which was attended by hourly-paid teachers and postgraduate students. It was an opportunity for people to discuss what UCU has to offer with members of the branch committee over light refreshments.

Steve Funnell, FTHP Committee

Negotiations on hourly paid at Durham University

Negotiations on the assimilation of hourly paid staff to the pay and grading structure, under the Framework Agreement, are taking place between the UCU and Durham University management.

Northern Region Hourly Paid and Part-Time Members

A workshop on Hourly Paid and Part-Time issues was held at the UCU Northern Region Equality Conference on 29th March 08.

Jean Crocker suggested some guidelines for new hourly paid and part-time activists: be active in the union, build up support among permanent staff members, work to recruit other hp and pt staff, get the voices of hp and pt heard, bring motions to your branch meetings to raise issues but consider letting the union front them to the employer because of job insecurity, make sure the branch sends delegates and motions to the Fixed-Term and Hourly Paid Staff Annual Meeting, and - essentially - work to get the support, strength and resources of the union behind you in fighting on the issues.

One member pointed out that teachers were being paid only marginally more than in the 1990s, that lack of a proper pay scale also reduced pension entitlement, and that asking teachers to do many hours' highly professional work for one hour's pay was like going into a shop and asking for a fur coat for £10.

Key problems identified by members present included job insecurity, lack of paid preparation and administration time, vulnerability to bullying and harassment, discrimination and lack of inclusion, e.g. unequal treatment as regards training and having to do teaching qualifications in the teacher's own time, and demotivating practices such as the requirement to declare hours and having no desk.

FTHP meeting at Liverpool 18th February

This meeting for fixed term and hourly paid staff was organised by Pam Clarke, FTHP Committee member. Jane Thompson from Head Office addressed the meeting and answered questions and contributions from the audience. The meeting was very helpful and membership increased.

Anti-casualisation campaign

As part of its work over the forthcoming year the FTHP Committee will be developing a UCU Anti-Casualisation campaign to be launched in Autumn 2008. The aim of the campaign is to highlight the abuse of fixed-term, hourly paid and other casual contracts in further and higher education and to provide resources for branches and members to fight against the creeping casualisation of our sector. Details of the campaign will be included in the next edition of Fixed-term and Hourly Paid News.

MORE INFORMATION

If you would like to contact the Committee please contact the Chair, Jean Crocker at j.f.crocker@durham.ac.uk.

If you would like to contribute to the Newsletter please contact Jim Thakoordin at jim@thakoordin.fsnet.co.uk

For more information about UCU's work on fixed-term and hourly paid issues please visit our [website at www.ucu.org.uk](http://www.ucu.org.uk)

If you would like to be added to UCU's fixed-term and hourly paid mailing list please email Christine Bernabe at cbernabe@ucu.org.uk

If you have a problem or query please contact your local branch or association in the first instance. Contact details can be found at <http://www.ucu.org.uk/index.cfm?articleid=2229>