

Newcastle University has **1512** staff with casual contracts

40% of all academic, research and academic related staff

[University figures October 2008]

UCU ANTI- CASUALISATION CAMPAIGN - WHY THIS IS AN ISSUE FOR ALL STAFF

For many local UCU members on permanent and salaried contracts, the issue of casual contracts is a relatively new one, and this leaflet is intended to provide relevant and helpful information.

UCU are running an anti-casualisation campaign to tackle the problems faced by staff on casual contracts within further and higher education.

We hope that all members will support this campaign and stand with colleagues on casual contracts to put an end to such exploitation.

Staff on casual contracts matter to the UCU

Casual contracts may be fixed-term, hourly-paid, variable or zero hours contracts. A common feature is that staff on such contracts:

- often suffer some of the worst employment conditions in the UK - as a union we are committed to changing these
- have no job security even after long service - they can be replaced at any time
- can be dismissed with little procedure
- are subject to often feudal employment relationships that can lead to stress and bullying
- are often excluded from the day to day life of the department
- have no occupational sick pay
- are not allowed or invited to join the relevant pension scheme
- endure low and unregulated hourly rates of pay
- often get no national pay rises
- get insufficient, inadequate or sometimes no office space.

Did you know that at **Newcastle University**,
casual teaching / academic / academic related



staff are paid as little as £24 per contact hour which includes hours of unaccounted preparation and marking time. This can bring the real pay rates to the minimum wage levels (or below).

The numbers are huge

A Higher Education Academy report by Colin Bryson estimates that there are 75,000 hourly paid teachers in Higher Education in the UK. In addition there are researchers and academic related staff. At **Newcastle** there are 931 staff on fixed term contracts and 581 on contingent contracts and they make up c40% of all teaching / academic / research/ academic related staff/ [total 3790] (statistics provided by the University).

This affects the pay and conditions of all members.

Staff on hourly paid and other casual contracts have been known to teach more hours than salaried lecturers for far less than the nationally agreed levels of pay. In the market place, this brings down the pay that the employers are willing to give salaried staff. In HASS there are 38 hourly paid staff who are module leaders [as at 30 October 2008]

The aims of the campaign:

- Moving staff from fixed-term to permanent and restricting the use of fixed-term contracts in the future
- To transfer hourly paid and other casual staff to full-time or fractional contracts with comparable terms and conditions to non casual (teaching, academic or academic-related) staff
- To resist the imposition of zero hours and detrimental variable (minimum) hours contracts
- To ensure staff on fixed-term and / or part-time contracts (including hourly paid staff) do not suffer detriment compared with non casual staff
- To increase the recruitment and organisation of fixed-term, hourly paid and other casual staff within UCU

Please support the campaign: discuss the campaign and, if you can, offer to help with the campaign. Give a copy of this leaflet and an UCU application form to someone you work with who is not currently an UCU member.

For further information on the UCU's Anti-Casualisation campaign contact Jane Blakeman at the local UCU office email ucu.office@ncl.ac.uk tel 222 6734 or go to the national website at www.ucu.org.uk and follow the Campaigns link

