

# Precarious work in higher education:

## A snapshot of insecure contracts and institutional attitudes

April 2016

*If you are an undergraduate in a UK university, it is very likely that you are being taught by someone on an insecure or precarious contract. This matters because staff on insecure contracts struggle to deliver the high level professional service they strive for in the face of working conditions that leave them underpaid, vulnerable and constantly facing the prospect of unemployment.*

### KEY POINTS

#### Measuring precarious work in higher education

- 1 The use of insecure and precarious contracts is a much bigger issue than universities admit.
- 2 When the use of atypical academic staff is factored in, 54% of all academic staff and 49% of all academic teaching staff are on insecure contracts.
- 3 Staff below the level of senior lecturers and senior research fellow, who do much of the teaching and research in our universities, are far more likely to be on fixed-term than open-ended contracts.
- 4 But problems with the way that HESA and universities collect and disclose data mean that it is almost impossible to understand the real scale of precarious work in our universities.
- 5 If you are an undergraduate in a UK university, it is very likely that you are being taught by someone on an insecure or precarious contract.
- 6 This matters because staff on insecure contracts struggle to deliver the high level professional service they strive for in the face of working conditions that leave them underpaid, vulnerable and constantly facing the prospect of unemployment.

#### The local picture: insecure employment and institutional will in our universities

- 7 In January this year, UCU wrote again to every university in the UK asking them to engage with union in tackling the abuse of casual contracts.
- 8 32 universities engaged broadly positively with this initiative; 35 universities chose to ignore it by reproducing a stock letter produced for them by the national employers' body, UCEA; 72 universities failed to respond.
- 9 The 50 universities with the highest levels of recorded insecurity in their full academic staff and their teaching academic staff are listed here in a series of tables, alongside their response to UCU's invitation.

*Employers view permanent employment as too costly or risky and use insecure contracts to offload that risk onto staff. Many also use 'banks' of staff taken on through contracts for services.*

## WHAT DO WE WANT?

- Universities should publish data showing the proportion of their teaching staff in each department who are permanent; who have contracts of two years or less; and who are employed on a casual basis, together with the proportion of undergraduate classes in each department that are provided by each of the three groups.
- Those universities that have not already done so should commit to conducting a joint review with UCU of all non-permanent academic contracts and time-limited negotiations with the express aim of increasing job security, continuity of employment and opportunities for career progression for all staff engaged in any forms of teaching and/or research.

## INTRODUCTION: PRECARIOUS WORK IN HIGHER EDUCATION

Jobs are precarious for two reasons. Firstly because the contracts can be of short duration. Many fixed-term contracts are of one year in duration. A good number are for nine months. Staff employed on these contracts don't know what the next year will bring and need to spend a lot of their time seeking the next contract. A recent survey of research staff conducted by UCU found that around a third of contract researchers estimated they spent 25% of their funded time working towards their next contract, time that could have been spent on the research they were contracted to conduct.

But precariousness is also about income and hours of work. Some teaching staff are paid by the hour but employed on permanent contracts. These staff are often no less precarious because they are only paid for the work they do and many of them have variable-hour or zero-hours contracts. Work can shrink or diminish or even disappear entirely and with it goes their income.

The precarious population can't be reduced to one contract form or another. Precariousness is something that comes with a range of different contracts all of which share a common feature. Employers view permanent employment as too costly or risky and use insecure contracts to offload that risk onto staff. Employers use a dizzying array of different contracts to achieve the same end: fixed-term employment contracts; zero-hours employment contracts; variable hours hourly-paid contracts; hourly-paid contracts with set hours and so on. Many also use 'banks' of staff taken on through contracts for services. Workers providing contracts for services don't have the same access to maternity or redundancy rights, for example, as employees.

### Who are the precarious workers?

There are three broad categories of casualised or precarious workers in higher education. The first is PhD students who teach during their studies as part of their attempts to begin an academic career. In pre-92 research intensive universities in particular, this can be a very large category. The second category is comprised of professionals substantively employed elsewhere but who do teaching in their field on the side to boost their incomes or because they enjoy it. Some universities with strong vocational or professional pathway subjects do employ large numbers of these staff, often termed 'Visiting Lecturers'. This is the category that the employers and their representatives like to talk about because it takes the debate away from people struggling to make a career and towards people who are not dependent on them for a living. The third category is those who are substantively employed on limited term or

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precarious contracts and dependent on these for their living. This encompasses contract research staff – including those on so-called open-ended contracts whose employment is dependent on short-term funding - and teaching staff on fixed-term or hourly-paid contracts. Employers like to emphasise the degree of choice and agency available to workers on casual or as they like to call them 'flexible' contracts, but it is obvious that your enjoyment of choice and flexibility will be shaped by which category you are in. A typical academic career trajectory, for example, involves moving from hourly-paid teaching as part of a PhD to hourly-paid teaching as substantive employment, often with another university, with possible fixed-term contracts afterwards. For many academics, this is where the road ends. They have to accept a lifetime of precariousness as they piece together short-term contracts, or look for employment elsewhere.

### **MEASURING PRECARIOUS WORK IN HIGHER EDUCATION: THE REAL SCALE OF THE ISSUE**

Scandalously, we simply don't know the real scale of precarious employment in UK higher education. We don't know the scale of each of the three constituencies above and we don't know what kinds or lengths of contracts they are on. Although we have a body that collects statistics – the Higher Education Statistics Agency (HESA), it only collects information on the balance of fixed-term contracts as against open-ended contracts and on the use of 'Atypical' contracts – those which are not 'employment' contracts and have a high level of flexibility. HESA does not collect information on the length or type of contracts or on the use of hourly-paid staff and it does not compel institutions to report their data on Atypical staff in a consistent way. UCU has pointed this out but there has been little will to address it in the sector.

#### **'Nothing to see here': UCEA's smokescreens**

**UCEA, the national employers' representative has actively created obscurity and confusion. It has encouraged universities to adopt a line when responding to government or to union pressure that says casualisation is a small issue. UCEA has circulated calculations which, it claims, show that casual teaching was in fact a marginal issue because it accounted for only 3% of full-time equivalent teaching (FTE).**

**Unfortunately, this calculation is completely misleading. It is based on only looking at Atypical workers, who account for only a fraction of hourly-paid and insecure staff. This is a point that we made to UCEA in a report to which they are joint signatories.**

**In spite of this, UCEA are encouraging universities to reproduce this calculation as though it were a proxy for the casualised academic labour force, which it patently is not. This attempt to throw a smokescreen over the issue makes it difficult to take UCEA's offers of joint work seriously. If there is going to be any progress on this issue, it seems likely that it will be in spite of the national employers' body, not because of them.**

So what is the real situation? While it's impossible to be exact, we can say with some certainty that precarious work is a much bigger issue than universities – and particularly UCEA – want you to know.

The use of atypical academic staff in higher education is under-reported. In 2013/14, 28 HEIs chose not to report their use of atypical academic staff. Yet we know that many of them employ staff on highly precarious contracts in ways that the HESA data are failing to capture.

Simply using the HESA data, with all its problems and under-reporting, we can say that, **at least 49% of academic staff working in the sector are on some form of insecure contract.**

Similarly, looking at those staff contracted either as teaching and research or teaching only staff, we can say that **at least 54% of all academic staff and 49% of academics teaching in our universities are on an insecure contract.**

**Table 1: Total academic and teaching staff on insecure contracts**

Total for all academic staff (Core academic staff plus atypical academic staff)	Academic staff on fixed-term contracts	Academic staff on atypical contracts	Percentage on insecure contracts (fixed-term contracts + atypical staff/total academics)
269,285	69,415	75,040	53.6%
Total academic staff in teaching roles (core academic staff + atypical academic staff in either teaching and research or teaching-only roles)	Academic staff in teaching roles on fixed-term contracts	Academic staff on teaching-only atypical contracts	Percentage on insecure contracts (fixed-term teaching contracts + atypical teaching staff/total teaching academics)
211,222	38,629	64,167	48.7%

Source: HESA data 2013/14. Calculations by UCU

### Atypical academic staff, zero-hours contracts and the missing hourly-paid lecturers

This above figure is likely to underestimate insecure working significantly. Firstly, the definition is unhelpful for identifying hourly-paid staff. In collecting data on atypical staff, HESA follows the government guidance which defines them as follows: 'those whose working arrangements are not permanent, involve complex employment relationships and/or involve work away from the supervision of the normal work provider. These may be characterised by a high degree of flexibility for both the work provider and the working person, and may involve a triangular relationship that includes an agent.'<sup>1</sup> Because the definition of atypical staff is sufficiently vague, different institutions can interpret it differently. Secondly, there is no simple map across of hourly-paid or casual staff onto atypical staff. Hourly-paid staff might be counted in the atypical staff headcount, or they may be counted within the fixed-term staff headcount, depending on the terms of their contracts.

Secondly, the use of atypical academic staff in higher education is underreported. In 2013/14, 28 HEIs chose not to report their use of atypical academic staff. Yet we know that many of them employ staff on highly precarious contracts in ways that the HESA data are failing to capture. We know this from their returns to our Freedom of Information request on their use of contracts that do not guarantee ongoing hours – 'zero-hours contracts'.

*Precariousness is not just a function of an hourly-paid teaching contract or a zero hours contract. Many thousands of academic researchers never get beyond fixed-term contracts.*

In July 2013, UCU conducted a Freedom of Information request intended to take a snapshot of institutions' use of contracts that do not guarantee staff hours on an ongoing basis, effectively zero-hours contracts. 145 HEIs responded to this FOI and out of this return, 75 (52.8%) stated that they did use zero-hours contracts for teaching and research while 67 (47.2%) stated they did not.

In total, the number of staff identified by 75 HEIs as working on zero-hours contracts was 24,725 of whom 21,636 were employed to teach. It is not at all clear how or even whether universities are including these staff in their HESA returns.<sup>2</sup>

Six universities which chose not to submit data on their use of atypical staff, reported to us in 2013 that they used substantial numbers of staff on contracts which do not guarantee them hours on an ongoing basis. The starkest example is perhaps **City University**, which reported to HESA that it employed 787 staff on open-ended contracts, 909 staff on fixed-term contracts and chose not to submit any data on atypical staff. In its FOI return, however, City disclosed to UCU that it employed 1125 staff on zero-hours contracts.

**Table 2: Institutions who did not return data on atypical contracts to HESA in 2013/14, with the numbers of their academic staff employed on zero-hours contracts added**

	Open-ended contracts*	Fixed-term contracts**	Zero-hours contracts***
The Arts University Bournemouth	319	10	153
The City University	787	909	1125
The Nottingham Trent University	1,461	107	642
The University of Portsmouth	1,033	501	507
Royal Holloway and Bedford New College	666	515	599
Sheffield Hallam University	2,003	111	684

\*Source: HESA data return, all academic staff, 2013/14

\*\*Source: HESA data return, all academic staff, 2013/14

\*\*\* Source: Response to UCU FOI, July 2013

Similarly, the **University of Plymouth**, made a return of 646 atypical academic staff to HESA, but disclosed to us that it had double that number (1,167) of academic staff on variable hours contracts in 2013. So there is no simple way in which atypical staff can be used as a proxy for staff on hourly-paid or zero-hours contracts.

#### **Fixed-term contracts – the early careers norm:**

Precariousness is not just a function of an hourly-paid teaching contract or a zero hours contract. Many thousands of academic researchers never get beyond fixed-term contracts. Many thousands of teachers paid by the hour and employed on successive short-term contracts are concealed within the 'fixed-term contracts' data.

The HESA data for 2013/14 show 194,000 academic staff on employment contracts in the higher education sector and 35% of them are employed on fixed-term contracts

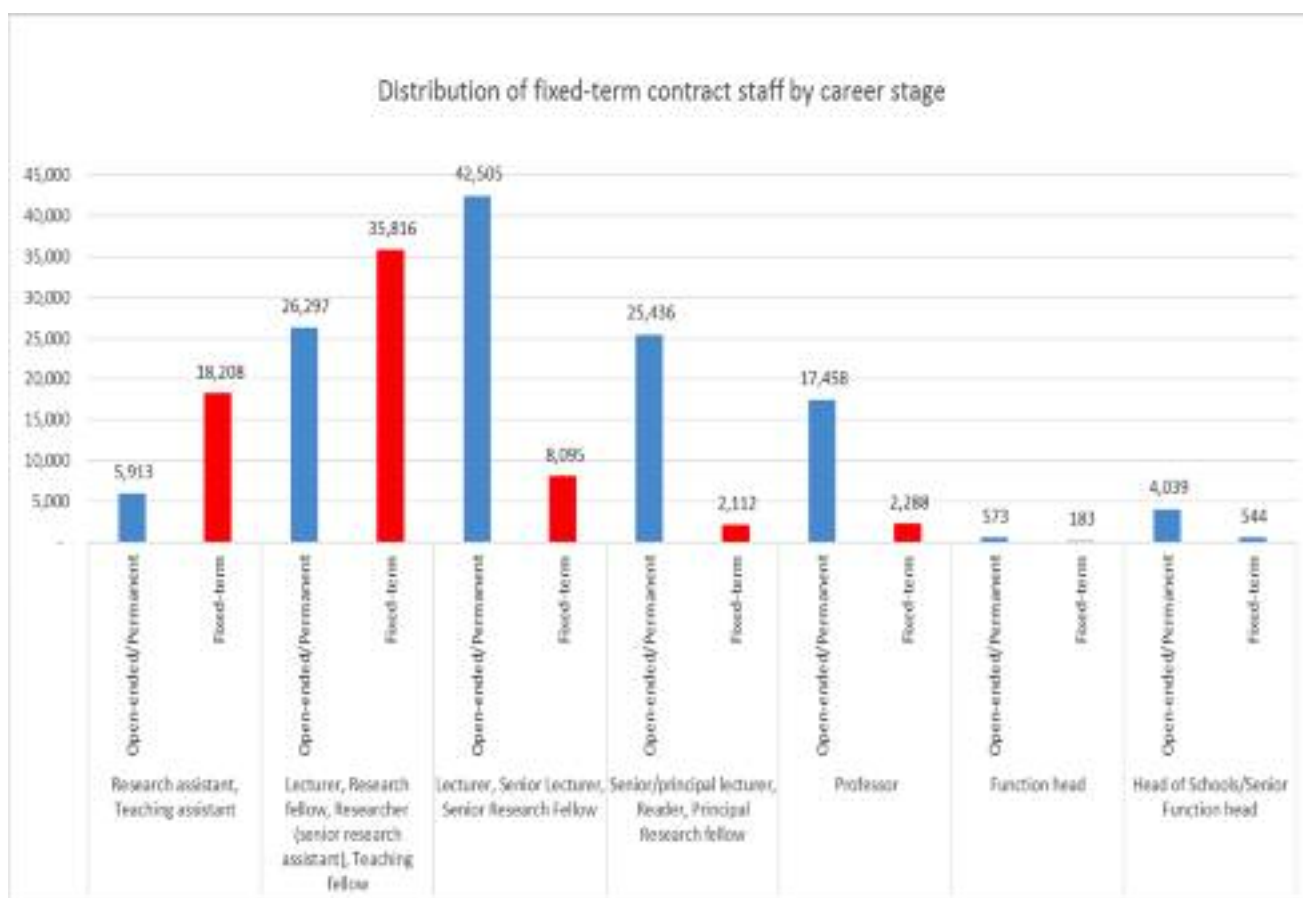
of some sort. The sector seems quite pleased with this, citing this figure approvingly and claiming that it shows that permanent employment is the norm.

But this figure looks very different when you look in more detail at who is on the fixed-term contracts. UCU's analysis of the data shows that when you examine the job descriptors and academic levels of the staff on fixed-term contracts, it becomes quite apparent that they are concentrated in the early to mid-career range.

**Table 3: Fixed-term contract academic staff distributed by contract level**

HEI	Total academic staff	Total fixed-term	% of total academic staff fixed-term
All academic staff	189470	67247	35.5%
Head of schools/ senior function head	4583	544	11.9%
Function head	757	183	24.2%
Professor	19,746	2,288	11.6%
Senior/principal lecturer reader, principal research fellow	27,549	2,112	7.7%
Lecturer, senior lecturer senior research fellow	50,601	8,095	16.0%
Lecturer, research fellow researcher (senior research assistant), teaching fellow	62,113	35,816	57.7%
Research assistant, teaching assistant	24,121	18,208	75.5%

Source: HESA data 2013/14. Calculations by UCU. Please note, the totals for all academic staff are slightly lower than the nationally reported figures as this table only analyses contracts where the contract level has been reported to enable it to be disaggregated.)

**Figure 1: Fixed-term and open-ended contracts distributed by contract level**

In fact it is only once you get to counting senior lecturers and senior research fellows that permanent employment becomes preponderant. Below that level, it is clear that fixed-term employment is the norm.

And it is clear that this likely to be where the majority of the teaching going on in our universities is taking place.

One way of indexing this is to look at the growth of teaching only contracts. As a recent report demonstrates, teaching only contracts are on the rise.<sup>3</sup> In 2013/14 there were 38,000 teaching only contracts, of which around 60% were on fixed-term contracts. How many of these are in fact hourly-paid teaching contracts is not known.

In summary, then, precarious work is a far bigger issue than universities want to admit. The available data makes it impossible to see how many people teaching in our universities are being paid by the hour or placed on highly precarious and exploitative contracts, though the figures we do have suggest a very big problem below the surface, with at least 48% of the academic staff working in the sector on insecure contracts. It's simply impossible to imagine that a workforce of this magnitude is comprised entirely, or even largely of the people who conform to the employers' caricature of the jobbing professional who relishes the flexibility.

Secondly, precariousness and insecurity are concentrated at the lower levels of the career path and especially among those people likely to have heavier teaching burdens, particularly the growing numbers of people on fixed-term teaching focused contracts.

*The national employers' body UCEA has refused to agree action to tackle precarious work nationally.*

If you are an undergraduate studying at a UK university then it would be fair to assume that you are probably being taught by someone on an insecure contract. It may even be quite rare for you to be taught by someone who is not on an insecure contract.

### **Why does this matter?**

This matters because staff on insecure contracts face a daily struggle to deliver a high level professional service. Staff on hourly-paid teaching contracts regularly report that their hourly rates do not pay them for the amount of preparation and marking or assessment work they have to do. There is a constant pressure to cut corners because so much of the work is effectively unpaid. Staff report that it is difficult to build and maintain effective educational relationships with students over time because of the pressures to keep contact in line with paid time. Casualised staff are also kept out of course and curriculum review and design processes, being seen merely as 'delivery' staff, while students report that it can be difficult to access staff on insecure contracts. These staff also suffer disproportionately from stress and poor morale with high levels of turnover as many leave the sector, finding their career progression and their access to time to build up a research profile blocked. Research conducted in the United States has suggested that this has a negative effect on student outcomes definite outcomes for student attainment.<sup>4</sup> Similarly, a recent UCU survey of research staff indicated that around a third were spending more than a quarter of their time attempting to secure their next funding or contract. An overwhelming majority said they believed that short-term funding and contracts were inefficient, prevented the accumulation of knowledge and geared research toward short-term results rather than long-term impact.

The national employers' body UCEA has refused to agree action to tackle precarious work nationally. Over the years, UCU has attempted to use the national collective bargaining machinery to argue for negotiations over a national agreement on job security and we have called for action on casual contracts, but in both cases UCEA has claimed that it has no mandate to negotiate on this issue and has restricted its interest to offers of joint working groups to issue light-touch guidance. This is not good enough and it means that UCU must focus on attempting to persuade employers to tackle precarious work locally.

### **THE LOCAL PICTURE: INSECURE EMPLOYMENT AND INSTITUTIONAL WILL IN OUR UNIVERSITIES**

Faced with calls to act on casual contracts, employers tend to plead the need to maintain flexibility in the face of variable student demand. But student demand does not fluctuate randomly or over particularly short periods. Yet unlike other public services, the higher education sector has shown very little interest in engaging with workforce planning which can create greater stability of employment. Some institutions have engaged with UCU in beginning to try to create greater stability and continuity of employment. The **University of Glasgow**, for example, recently negotiated a new policy that eradicated the use of zero-hours contracts and reduced use of atypical worker contracts in favour of fixed-term fractional part-time contracts. The University of the Arts recently negotiated with the union a new policy that guarantees hours to hourly-paid staff on an ongoing basis, creating greater stability of employment, more guaranteed income and a route out of insecure employment. Improvement is possible, but it is proving frustratingly slow work. UCU believes that it is time to speed up the rate of change.



*On our website, UCU has published a series of tables that gather together everything that we do know about our institutions in relation to insecure work.*

In 2013, UCU published a report into the use of zero-hours contracts in the HE sector and called on universities to engage with us in negotiating their eradication. A few universities did engage positively with us over zero-hours contracts, such as **Edinburgh, Glasgow, Bangor, Oxford Brookes, Sussex and Kent**. In addition, the **Open University** began highly significant discussions with UCU over providing greater job security for its unique workforce of associate lecturers. These discussions are ongoing.

However, most universities did not take up this opportunity.

### **A new invitation to engage**

In January this year, UCU wrote again to every university in the UK where the union has a branch, asking them to engage with union in tackling the abuse of casual contracts. We asked institutions to confirm that they were willing to eradicate any continuing use of zero-hours contracts at their university and engage with us in a joint review of the use of insecure contracts at their institution, informing that we intended to publish this report into the sector's practices.

The response from the sector has been varied.

- **32 universities engaged broadly positively with this initiative:** Some institutions, like **Loughborough University, Aberdeen, Glasgow Caledonian and Anglia Ruskin**, have welcomed the initiative and offered to talk to the union. Others, like **Glasgow University, Sheffield University and Goldsmiths** have pointed to work they have begun with our local branches and stated their commitment to change.
- **22 institutions were non-committal** in their replies but did not use the UCEA stock reply.
- **35 universities chose to respond negatively, most of them using UCEA's stock reply in whole or part:** Disappointingly, the national employers body UCEA has once again played an unhelpful role. The organisation has circulated a stock letter which made reference to the misleading data on Atypical staff, accused the union of seeking a 'blanket national policy' in spite of the fact that our letter made it quite clear that this was not the case, and which signally refused to engage on any of the issues of substance.
- **72 universities failed to respond to any of our correspondence.**

### **A local snapshot of precarious work**

#### **METHODOLOGY**

On our website, UCU has published a series of tables that gather together everything that we do know about our institutions in relation to insecure work. For each institution, we have gathered together the data submitted to HESA on open-ended and fixed-term contracts and atypical academic staff for 2013/14. Because of the inadequacies of this data, we have supplemented it with the data for each institution gathered through our Freedom of Information request on zero-hours contracts in 2013.

We do not claim that this is an authoritative picture of precarious work in our sector. The problems with the data don't allow that. But by clustering what we do know, we believe we can help begin a more informed debate in the sector about the composition of its workforces and how our institutions employ their staff.

In the tables below and on our website, we have given each institution an 'insecurity ranking'. This is calculated in two ways.

**Method 1:** adding together the number of staff employed on fixed-term and atypical contracts and calculating this as a percentage of the total academic staff group (including staff on open-ended contracts, fixed-term contracts and atypical contracts).

**Method 2:** adding together the number of staff employed on fixed-term and zero-hours contracts and calculating this as a percentage of the total academic staff group (including staff on open ended contracts, fixed-term contracts).

Because research intensive universities employ many researchers on insecure contracts, we have produced two sets of tables using each methodology.

The first looks at each institution through the lens of calculations based on looking at all academic staff, including researchers. This enables us to see those institutions employing many fixed-term contract research staff amongst their academic staff complement.

The second excludes research only staff and counts only those people employed either as teaching only or teaching and research staff. This enables us to see the levels of insecurity among those staff directly employed to teach undergraduate students.

The full results of these calculations and the rankings they generate are available on our website, but below we have reproduced what the data show to be the 50 institutions with the highest levels of insecurity. Included against the ranking is the institution's response to our invitation to engage in joint work over precarious employment.

#### WHAT DO THE TABLES SHOW?

It is worth noting straight away that the institutions with the very highest levels of insecurity are atypical. For example, the **Open University** has a unique teaching model that employs home-based associate lecturers on an assignment basis. The OU is also in talks with UCU at this time on the future of this model.

Other institutions like **Ravensbourne, the Royal Colleges of Art and Music, the Central School of Speech and Drama** are relatively small London-based specialist institutions, often arts based and employing a large number of part-timers who are substantively employed or have their own separate practices. Interestingly, in spite of this, the **Royal College of Art** responded positively to UCU's invitation to engage over tackling casual contracts pointing to ongoing local work with our branch. Even in such specialist colleges, it would seem, positive progress to encourage greater job security is possible.

Of far greater concern is the large group of substantial universities which appear near the top of these tables. Examples include:

**The University of Bath**  
**City University London**  
**University of East Anglia**  
**University of Lancaster**  
**London Metropolitan University**  
**University of Kent**  
**University of Oxford**  
**University of Plymouth**  
**Queen Mary University of London**  
**University of Stirling**  
**University of Warwick**  
**University of West London**

Whatever the reality underpinning the data they have provided, it is clear that institutions like this have some questions to answer.

Some institutions, like the **University of Kent**, seem to recognise this and have begun productive negotiations to address some of the issues.

As the tables show, however, too many others appear to be hiding behind UCEA or waiting for the issue to go away.

## WHAT YOU CAN DO TO HELP

### MPs

- Add your name to EDM 1265 ‘University teachers and zero-hours contracts’: <https://www.ucu.org.uk/article/8144/Early-Day-Motion-on-HE-casualisation>
- Write to your local vice-chancellor or principal, asking them to publish their data on insecure contracts and engage with UCU in creating more secure employment.

### Students

- Email your MP asking them to sign EDM 1265 ‘University Teachers and zero-hours contracts’ <https://www.ucu.org.uk/article/8144/Early-Day-Motion-on-HE-casualisation>
- Email your vice-chancellor expressing your support for UCU’s campaign.

### Staff

- Lobby your MP to sign EDM 1265 ‘University Teachers and zero-hours contracts’ - <https://www.ucu.org.uk/article/8144/Early-Day-Motion-on-HE-casualisation>
- Contact your branch and ask what they are doing and how you can help. Use our branch finder here: <https://www.ucu.org.uk/yourcontacts>
- If you’re not already a UCU member, join now: <https://www.ucu.org.uk/join>

## UNDERSTANDING THE RANKING TABLES

**Table 1: All academic staff – the 50 universities with the highest insecurity ranking, calculated solely on the basis of HESA data for 2013/14:** This table includes all academic staff using only the HESA data and calculating levels of insecurity based on the proportion of staff on open-ended, fixed-term and atypical contracts.

**Table 2: All academic staff – the 50 universities with the highest insecurity ranking, calculated by adding HESA data for 2013/14 to results of UCU’s FOI on zero hours contracts:** This table produces a comparative calculation of insecurity derived by replacing the returns on atypical workers with the returns from UCU’s FOI on zero-hours contracts. This allows for ranking of those institutions who choose not to return data on atypical staff and also illustrates the limitations of such data in capturing the extent of hourly-paid staff employment.

**Table 3: Teaching staff only – the 50 universities with the highest insecurity ranking, calculated solely on the basis of HESA data for 2013/14 on those employed either on teaching and research or teaching only contracts:** This table includes all academic staff using only the HESA data and calculating levels of insecurity based on the proportion of staff on open-ended, fixed-term and atypical contracts who are contracted to teach and excludes research-only staff.

**Table 4: Teaching staff only – the 50 universities with the highest insecurity ranking, calculated by adding HESA data for 2013/14 to results of UCU’s FOI on zero hours contracts:** This table produces a comparative calculation of insecurity derived by replacing the returns on atypical workers with the returns from UCU’s FOI on zero-hours contracts, again counting only those contracted to teach and excluding research only staff. This allows for ranking of those institutions who choose not to return data on atypical staff and also illustrates the limitations of such data in capturing the extent of hourly-paid staff employment.

*Note: Institutions marked with an asterisk (\*) in the tables are to be considered atypical. These include the **Open University** which operates a singular employment model, employing home working associate lecturers. UCU is in discussion with the OU about this model at this time.*

*Other atypical institutions are arts-based specialist colleges such as the **Royal Colleges of Art and Music, Central School of Speech and Drama, Ravensbourne and the Conservatoires** based in London and Scotland. These institutions tend to employ many part-timers to contribute to courses who are substantively employed elsewhere or who have their own practices.*

**Table 1: All academic staff: The 50 universities with the highest insecurity ranking, calculated solely on the basis of HESA data for 2013/14:**

Insecurity ranking	HEI	Open-ended/Permanent	Fixed-term	Atypical	% of staff insecure (fixed-term + atypical)	Response to UCU letter
1	Royal College of Art*	88	88	768	90.7%	The Royal College of Art responded by saying that they are conducting a review of their use of casual contracts at this time, involving the local UCU branch.
2	The Open University*	883	5,541	1,194	88.4%	The Open University did not respond but is already in intensive negotiations with UCU over this issue.
3	Central School of Speech and Drama*	51	18	325	87.1%	The Royal Central School of Speech and Drama responded stating that they did not recognise UCU and using UCEA's stock text.
4	University of London (Institutes and activities)*	32	40	107	82.2%	University of London (Institutes and activities) responded using the UCEA stock reply
5	London School of Hygiene and Tropical Medicine	184	564	108	78.5%	LSHTM responded positively to say that they are already reducing their use of fixed-term contracts and that they are happy to work with the UCU branch locally.
6	The University of Oxford	2,218	4,252	2,798	76.1%	The University of Oxford did not respond to our letter, or to a follow-up letter.
7	Queen Mary University of London	1,064	1,115	2,083	75.0%	Queen Mary University of London acknowledged our letter but did not send a response.
8	The University of Buckingham	127	17	355	74.5%	The University of Buckingham did not respond to our letter, or to a follow-up letter.
9	The University of Manchester	2,397	2,325	4,690	74.5%	The University of Manchester responded negatively using the UCEA stock reply.

10	Edge Hill University	496	380	940	72.7%	Edge Hill University did not respond to our letter or a follow up letter.
11	The University of Warwick	1,328	801	2,725	72.6%	The University of Warwick responded positively saying that it is in the process of reviewing the pay and employment of hourly paid teaching staff and is happy to talk to the union.
12	Anglia Ruskin University	696	80	1,713	72.0%	Anglia Ruskin responded positively, referring to work they were already undertaking and committing to more
13	Courtauld Institute of Art*	32	10	71	71.6%	The Courtauld Institute responded using UCEA's stock text and did not engage with the questions.
14	The University of East London	606	256	1,215	70.8%	The University of East London responded positively to say that it does not use zero hours contracts, pays its hourly paid staff the proper rate for the job and has a working group with UCU which examines the use of insecure contracts.
15	University of Chester	331	193	592	70.3%	University of Chester responded by saying that it does not use zero hours contracts but it does use casual contracts and needs the flexibility. It did not commit to a review.
16	St George's Hospital Medical School	265	246	372	70.0%	St George's said that it is currently reviewing its use of hourly paid staff and is open to this being raised through the local bargaining machinery.
17	The University of Birmingham	1,799	1,136	2,974	69.6%	The University of Birmingham responded by using UCEA's stock text and claimed to have moved hourly paid staff from contracts for services to employment contracts.
18	The University of Bradford	496	117	1,001	69.3%	The University of Bradford responded using UCEA's stock reply and did not engage with the issues.
19	Queen Margaret University, Edinburgh	182	60	335	68.5%	Queen Margaret University responded positively saying that they had now all but eradicated zero hours contracts and have a new procedure for ensuring that people are properly employed.
20	The University of Edinburgh	2,485	1,526	3,719	67.9%	The University of Edinburgh responded positively saying that it has now eradicated zero hours contracts, pays its hourly paid staff the proper rate for the job and is willing to involve UCU in a review of its use of casual and insecure contracts.

21	The University of Exeter	1,113	674	1,672	67.8%	The University of Exeter responded by saying that it pays its hourly paid staff the proper rate for the job and regularly talks to the local UCU branch.
22	The Queen's University of Belfast	1,096	569	1,734	67.8%	Queen's responded by making partial use of UCEA's stock reply and did not engage with the issues we raised.
23	Bangor University	584	449	716	66.6%	Bangor University responded positively referring to work with UCU to eradicate zero hours contracts, pay hourly paid staff the proper rate for the job and committing to ongoing work to review insecure contracts and place staff on more secure contracts where possible.
24	University of St Mark and St John	108	1	211	66.3%	The University of St Mark and St John did not respond to our letter or to a follow up letter.
25	University of the Arts, London	889	1,701	-	65.7%	The University of the Arts London responded positively saying that it does not use zero hours contracts, is paying its hourly paid staff the proper rate for the job and has just agreed a new policy to give hourly paid staff more job security.
26	Ravensbourne*	63	99	16	64.6%	Ravensbourne College did not respond to our letter or to a follow up letter.
27	University for the Creative Arts	371	13	657	64.4%	University for the Creative Arts did not respond to our letter, or to a follow-up letter.
28	The University of Southampton	1,713	1,185	1,765	63.3%	The University of Southampton responded negatively using the UCEA stock reply.
29	Bishop Grosseteste University	64	39	71	63.2%	Birmingham City University did not respond to our letter or a follow up letter.
30	The University of Keele	570	251	701	62.5%	The University of Keele responded positively saying that it does not use zero hours contracts and is open to any local discussions about its use of insecure contracts.
31	The University of Sunderland	400	357	309	62.5%	The University of Sunderland responded positively saying that it is already paying its hourly paid staff the proper rate for the job, most of its staff are on permanent contracts and that it is willing to work with the union to make improvements.
32	Staffordshire University	617			62.0%	Staffordshire University responded to say that it is currently

			317	690		working with the local UCU branch to explore the possibility of creating more job security for hourly paid staff.
<b>33</b>	Coventry University	1,145	781	1,079	61.9%	Coventry University responded broadly positively to UCU, referring to work it is doing to move hourly paid staff onto more secure contracts. However, it employs many hourly paid staff in its subsidiary companies where it refuses to recognise UCU to negotiate.
<b>34</b>	The University of Dundee	1,115	501	1,268	61.3%	The University of Dundee did not respond to our letter, or to a follow-up letter.
<b>35</b>	Aston University	377	223	372	61.2%	Aston University responded broadly positively and engaged with the issues, stating that they had no zero hours contracts and were working to put hourly paid staff on fractional contracts.
<b>36</b>	Kingston University	843	221	1,103	61.1%	Kingston University did not respond to our letter or to a follow-up letter.
<b>37</b>	The University of York	1,115	489	1,242	60.8%	The University of York responded by using part of the UCEA stock response but also said it was happy to discuss insecure contracts with the local UCU branch.
<b>38</b>	University of Gloucestershire	401	269	347	60.6%	University of Gloucestershire did not respond to our letter, or to a follow-up letter.
<b>39</b>	The University of Strathclyde	897	457	909	60.4%	The University of Strathclyde did not respond to our letter, or to a follow-up letter.
<b>40</b>	Middlesex University	816	133	1,088	59.9%	Middlesex University did not respond to our letter, or to a follow-up letter.
<b>41</b>	The School of Oriental and African Studies	434	339	300	59.5%	SOAS did not respond to our letter, or to a follow-up letter.
<b>42</b>	Goldsmiths College	473	202	487	59.3%	Goldsmiths responded positively to say that it had already agreed not to use zero hours contracts and that it has agreements with UCU on paying the proper rate for the job to hourly paid staff.
<b>43</b>	The University of Leicester	1,237	838	906	58.5%	The University of Leicester responded negatively using the UCEA stock reply.



44	St Mary's University, Twickenham	173	243	1	58.5%	St Mary's University College did not respond to our letter, or to a follow-up letter.
45	The University of Stirling	503	687	16	58.3%	The University of Stirling did not respond to our letter, or to a follow-up letter.
46	Leeds Beckett University	903	453	800	58.1%	Leeds Beckett responded by saying that they do not use zero hours contracts, that they already pay hourly paid staff on the national pay scales and that they will be conducting a strategic review of their use of insecure contracts, during which they will consult with UCU.
47	The University of Liverpool	1,666	999	1,221	57.1%	The University of Liverpool responded negatively using the UCEA stock reply.
48	Loughborough University	873	690	466	57.0%	Loughborough University responded positively to say that would commit to reviewing their use of casual contracts with UCU.
49	The University of Lancaster	818	833	243	56.8%	The University of Lancaster responded broadly positively stating its commitment to being an employer of choice and referring to ongoing local work to adress insecure employment.
50	Teesside University	618	77	731	56.7%	Teesside University responded using UCEA's stock text.

**Table 2: All academic staff: The 50 universities with the highest insecurity ranking, calculated by adding HESA data for 2013/14 to results of UCU's FOI on zero hours contracts**

Insecurity ranking	HEI	Open-ended/Permanent	Fixed-term	Zero hours contracts (2013 FOI)	% of staff insecure (fixed-term + zero hours)	Response to UCU letter
1	Central School of Speech and Drama*	51	18	1,074	95.5%	The Royal Central School of Speech and Drama responded stating that they did not recognise UCU and used UCEA's stock text.
2	Royal College of Art*	88	88	777	90.7%	The Royal College of Art responded positively by saying that they are conducting a review of their use of casual contracts at this time, involving the local UCU branch.
3	The Open University*	883	5,541	-	86.3%	The Open University did not respond but is already in intensive negotiations with UCU over this issue.
4	London School of Hygiene and Tropical Medicine	184	564	385	83.8%	LSHTM responded positively to say that they are already reducing their use of fixed-term contracts and that they are happy to work with the UCU branch locally.
5	University of London (Institutes and activities)*	32	40	92	80.5%	University of London (Institutes and activities) responded using the UCEA stock reply
6	The University of Bath	733	499	1,596	74.1%	The University of Bath made partial use of UCEA's stock reply but referred to local work with UCU.
7	The City University	787	909	1,125	72.1%	The City University responded by using UCEA's stock text and did not engage with the issues.
8	Heythrop College	37	47	47	71.8%	Heythrop College did not respond to our letter or to a follow-up letter.
9	Liverpool School of Tropical Medicine	59	140	-	70.4%	Liverpool School of Tropical Medicine did not respond to our letter or to a follow-up letter.
10	The University of Stirling	503	687	412	68.6%	The University of Stirling did not respond to our letter or to a follow-up letter.
11	St George's Hospital Medical School	265	246	290	66.9%	St George's said that it is currently reviewing its use of hourly paid staff and is open to this being raised through the local bargaining machinery.

12	The University of Oxford	2,218	4,252	205	66.8%	The University of Oxford did not respond to our letter, or to a follow-up letter.
13	The University of Kent	971	930	960	66.1%	The University of Kent responded positively saying that it was currently in productive negotiations with UCU locally.
14	The University of Lancaster	818	833	747	65.9%	The University of Lancaster responded broadly positively stating its commitment to being an employer of choice and referring to ongoing local work to address insecure employment.
15	University of the Arts, London	889	1,701	-	65.7%	The University of the Arts London responded positively saying that it does not use zero hours contracts, is paying its hourly paid staff the proper rate for the job and has just agreed a new policy to give hourly paid staff more job security.
16	Leeds Trinity University	128	9	237	65.7%	Leeds Trinity University did not respond to our letter, or to a follow-up letter.
17	The University of East Anglia	952	1,083	562	63.3%	The University of East Anglia responded using UCEA's stock reply and did not engage with the issues
18	The University of Edinburgh	2,485	1,526	2,712	63.0%	The University of Edinburgh responded positively saying that it has now eradicated zero hours contracts, pays its hourly paid staff the proper rate for the job and is willing to involve UCU in a review of its use of casual and insecure contracts.
19	University of Plymouth	911	375	1,167	62.9%	University of Plymouth responded by saying that it is always reviewing its use of non-permanent contracts and aims to be an employer of choice.
20	Royal Holloway and Bedford New College	666	515	599	62.6%	Royal Holloway responded to say that it does use 'Variable Hours Contracts' and that it will respond to anything raised locally by our branch, but made no further commitment.
21	Ravensbourne*	63	99		61.1%	Ravensbourne College did not respond to our letter or to a follow-up letter.
22	Kingston University	843	221	1,069	60.5%	Kingston University did not respond to our letter or to a follow-up letter.
23	London Metropolitan University	605	44	881	60.5%	London Metropolitan University did not respond to our letter, or to a follow-up letter.

24	University of Cumbria	358	33	498	59.7%	University of Cumbria responded using the UCEA stock reply and did not engage with the issues.
25	King's College London	1,800	2,571	-	58.8%	King's College London responded using UCEA's stock text and did not engage with any of the issues UCU raised.
26	St Mary's University, Twickenham	173	243	-	58.4%	St Mary's University College did not respond to our letter, or to a follow-up letter.
27	The University of West London	306	398	-	56.5%	The University of West London did not respond to our letter, or to a follow-up letter.
28	The University of Essex	619	585	181	55.3%	The University of Essex made partial use of the UCEA stock reply but it also claimed to be reducing its dependence on fixed-term and hourly paid contracts.
29	The Institute of Cancer Research	265	326	-	55.1%	The Institute of Cancer Research did not respond to our letter or to a follow-up letter.
30	Imperial College of Science, Technology and Medicine	1,844	2,210	24	54.8%	Imperial College responded positively stating that it was reviewing its use of zero hours contracts and was open to joint work around insecure contracts more generally.
31	University of South Wales	1,095	676	640	54.6%	University of South Wales responded using the UCEA stock reply.
32	Bangor University	584	449	223	53.5%	Bangor University responded positively referring to work with UCU to eradicate zero hours contracts, pay hourly paid staff the proper rate for the job and committing to ongoing work to review insecure contracts and place staff on more secure contracts where possible.
33	The University of Wolverhampton	758	71	773	52.7%	The University of Wolverhampton did not respond to our letter, or to a follow-up letter.
34	The University of Chichester	230	256	-	52.7%	The University of Chichester did not respond to our letter, or to a follow-up letter.
35	Royal College of Music*	264	20	266	52.0%	The Royal College of Music did not respond to our letter, or to a follow-up letter.
36	Aberystwyth University	567	421	183	51.6%	Aberystwyth responded using UCEA's stock text and did not engage with the questions
37	Queen Mary University of London	1,064	1,115	-	51.2%	Queen Mary University of London acknowledged our letter but did not send a response.

38	The University of Sussex	1,288	387	896	49.9%	The University of Sussex did not reply but is currently in intensive negotiations with UCU on this issue.
39	Bath Spa University	269	265	-	49.6%	Bath Spa University did not respond to our letter or a follow up letter.
40	The University of Reading	891	778	95	49.5%	The University of Reading responded broadly positively referring to its willingness to engage locally with UCU and referring to existing work to reduce casual employment.
41	The University of Portsmouth	1,033	501	507	49.4%	The University of Portsmouth responded broadly positively, but did not make any specific commitments to review its use of insecure contracts.
42	The University of Manchester	2,397	2,325	-	49.2%	The University of Manchester responded negatively using the UCEA stock reply.
43	Swansea University	741	501	213	49.1%	Swansea University responded by using UCEA's stock text and did not engage with the issues.
44	Brunel University London	617	587	-	48.8%	Brunel responded broadly positively, claiming to be supportive and against the 'irresponsible' use of zero hours contracts. The University said that it was open to further discussions.
45	University of Abertay Dundee	195	18	163	48.1%	University of Abertay Dundee responded positively saying that it has recently reviewed its use of casual and insecure contracts, is making progress on this issue and is happy to talk to UCU locally about making further progress.
46	Royal Northern College of Music*	312	7	276	47.6%	The Royal Northern College of Music did not respond to our letter, or to a follow-up letter.
47	Oxford Brookes University	669	591	12	47.4%	Oxford Brookes used part of the UCEA stock text but did refer to a new policy negotiated with UCU to give greater job security to staff on variable hours contracts.
48	The University of Sunderland	400	357	2	47.3%	The University of Sunderland responded positively saying that it is already paying its hourly paid staff the proper rate for the job, most of its staff are on permanent contracts and that it is willing to work with the union to make improvements.
49	London School of Economics and Political Science	871	742	-	46.0%	LSE responded to say that they are already convening a working group with UCU to look at their employment of

						Graduate Teaching Assistants
50	University of the Highlands and Islands	25	10	11	45.7%	University of the Highlands and Islands did not respond to our letter, or to a follow-up letter.

**Table 3: Teaching staff only: The 50 universities with the highest insecurity ranking, calculated solely on the basis of HESA data for 2013/14 on those employed either on teaching and research or teaching only contracts:**

Insecurity ranking	HEI	Open-ended/ Permanent	Fixed-term	Atypical	% of staff insecure (fixed-term + atypical)	Response to UCU letter
1	Royal College of Art*	80	54	768	91.1%	The Royal College of Art responded by saying that they are conducting a review of their use of casual contracts at this time, involving the local UCU branch.
2	The Open University*	839	5,372	750	87.9%	The Open University did not respond but is already in intensive negotiations with UCU over this issue.
3	Central School of Speech and Drama*	51	10	325	86.8%	The Royal Central School of Speech and Drama responded stating that they did not recognise UCU and using UCEA's stock text.
4	University of London (Institutes and activities)*	22	26	85	83.4%	University of London (Institutes and activities) responded using the UCEA stock reply
5	The University of Buckingham	110	14	351	76.8%	The University of Buckingham did not respond to our letter, or to a follow-up letter.
6	Edge Hill University	488	378	940	73.0%	Edge Hill University did not respond to our letter or a follow up letter.
7	Anglia Ruskin University	688	57	1,713	72.0%	Anglia Ruskin responded positively, referring to work they were already undertaking and committing to more
8	Courtauld Institute of Art*	32	8	70	70.8%	The Courtauld Institute responded using UCEA's stock text and did not engage with the questions.
9	The University of Warwick	1,204	193	2,719	70.7%	The University of Warwick responded positively saying that it is in the process of reviewing the pay and employment of hourly paid teaching staff and is happy to talk to the union.
10	University of Chester	327	185	587	70.2%	University of Chester responded by saying that it does not use zero hours contracts but it does use casual contracts and needs the flexibility. It did not commit to a review.

11	The University of Bradford	493	98	999	69.0%	The University of Bradford responded using UCEA's stock reply and did not engage with the issues.
12	The University of Manchester	2,202	450	4,376	68.7%	The University of Manchester responded negatively using the UCEA stock reply.
13	Queen Margaret University, Edinburgh	175	44	330	68.2%	Queen Margaret University responded positively saying that they had now all but eradicated zero hours contracts and have a new procedure for ensuring that people are properly employed.
14	The University of Edinburgh	1,936	336	3,678	67.5%	The University of Edinburgh responded positively saying that it has now eradicated zero hours contracts, pays its hourly paid staff the proper rate for the job and is willing to involve UCU in a review of its use of casual and insecure contracts.
15	The University of Birmingham	1,519	324	2,760	67.0%	The University of Birmingham responded by using UCEA's stock text and claimed to have moved hourly paid staff from contracts for services to employment contracts.
16	Queen Mary University of London	993	478	1,457	66.1%	Queen Mary University of London did not respond to our letter, or to a follow-up letter
17	University of the Arts, London	888	1,701	-	65.7%	The University of the Arts London responded positively saying that it does not use zero hours contracts, is paying its hourly paid staff the proper rate for the job and has just agreed a new policy to give hourly paid staff more job security.
18	Ravensbourne*	61	99	16	65.3%	Ravensbourne College did not respond to our letter or to a follow-up letter.
19	St George's Hospital Medical School	249	96	371	65.2%	St George's said that it is currently reviewing its use of hourly paid staff and is open to this being raised through the lcoal bargaining machinery.
20	University for the Creative Arts	370	13	657	64.4%	University for the Creative Arts did not respond to our letter, or to a follow-up letter.
21	The University of Exeter	1,034	168	1,672	64.0%	The University of Exeter responded by saying that it pays its hourly paid staff the proper rate for the job and



						regularly talks to the local UCU branch.
22	The Queen's University of Belfast	1,055	107	1,734	63.6%	Queen's responded by making partial use of UCEA's stock reply and did not engage with the issues we raised.
23	Bishop Grosseteste University	63	37	71	63.1%	Birmingham City University did not respond to our letter or a follow up letter.
24	The University of Sunderland	381	337	309	62.9%	The University of Sunderland responded positively saying that it is already paying its hourly paid staff the proper rate for the job, most of its staff are on permanent contracts and that it is willing to work with the union to make improvements.
25	The University of Keele	539	174	684	61.4%	The University of Keele responded positively saying that it does not use zero hours contracts and is open to any local discussions about its use of insecure contracts.
26	Coventry University	1,065	756	919	61.2%	Coventry University responded broadly positively to UCU, referring to work it is doing to move hourly paid staff onto more secure contracts. However, it employs many hourly paid staff in its subsidiary companies where it refuses to recognise UCU to negotiate.
27	Bangor University	539	223	582	59.9%	Bangor University responded positively referring to work with UCU to eradicate zero hours contracts, pay hourly paid staff the proper rate for the job and committing to ongoing work to review insecure contracts and place staff on more secure contracts where possible.
28	Aston University	373	201	355	59.8%	Aston University responded broadly positively and engaged with the issues, stating that they had no zero hours contracts and were working to put hourly paid staff on fractional contracts.
29	The University of Oxford	1,582	297	2,052	59.7%	The University of Oxford did not respond to our letter, or to a follow-up letter.
30	University of St Mark and St John	101	1	148	59.6%	The University of St Mark and St John did not respond to

						our letter or to a follow-up letter.
31	Middlesex University	789	96	1,066	59.5%	Middlesex University did not respond to our letter, or to a follow-up letter.
32	Goldsmiths College	450	173	485	59.4%	Goldsmiths responded positively to say that it had already agreed not to use zero hours contracts and that it has agreements with UCU on paying the proper rate for the job to hourly paid staff.
33	The University of York	937	132	1,235	59.3%	The University of York responded by using part of the UCEA stock response but also said it was happy to discuss insecure contracts with the local UCU branch.
34	The University of Leicester	1,025	581	898	59.1%	The University of Leicester responded negatively using the UCEA stock reply.
35	The University of East London	580	223	610	58.9%	The University of East London responded positively to say that it does not use zero hours contracts, pays its hourly paid staff the proper rate for the job and has a working group with UCU which examines the use of insecure contracts.
36	London School of Hygiene and Tropical Medicine	180	258	-	58.9%	LSHTM responded positively to say that they are already reducing their use of fixed-term contracts and that they are happy to work with the UCU branch locally.
37	St Mary's University, Twickenham	164	229	-	58.3%	St Mary's University College did not respond to our letter, or to a follow-up letter.
38	The University of West London	305	395	-	56.4%	The University of West London did not respond to our letter, or to a follow-up letter.
39	The University of Bristol	1,259	166	1,450	56.2%	The University of Bristol did not respond to our letter, or to a follow-up letter.
40	Glasgow Caledonian University	635	31	781	56.1%	Glasgow Caledonian University responded positively, referring to ongoing work with UCU at local level to reduce casual employment and move staff to more secure contracts and reiterating its commitment to continuing this work.
41	The University of Southampton	1,495	359	1,529	55.8%	The University of Southampton responded negatively using the UCEA stock reply.

42	The University of Stirling	481	576	16	55.2%	The University of Stirling did not respond to our letter, or to a follow-up letter.
43	Canterbury Christ Church University	535	131	517	54.8%	Canterbury Christchurch used part of UCEA's stock reply but also made reference to ongoing work with UCU locally and engaged with the issues.
44	University of Ulster	981	331	813	53.9%	University of Ulster did not respond to our letter, or to a follow-up letter.
45	The University of Strathclyde	778	92	814	53.8%	The University of Strathclyde did not respond to our letter, or to a follow-up letter.
46	Loughborough University	793	454	466	53.7%	Loughborough University responded positively to say that would commit to reviewing their use of casual contracts with UCU.
47	The School of Oriental and African Studies	431	310	183	53.3%	SOAS did not respond to our letter, or to a follow-up letter.
48	The University of St Andrews	652	114	623	53.0%	The University of St Andrews did not respond to our letter, or to a follow-up letter.
49	University of Abertay Dundee	191	11	190	51.2%	University of Abertay Dundee responded positively saying that it has recently reviewed its use of casual and insecure contracts, is making progress on this issue and is happy to talk to UCU locally about making further progress.
50	The University of Hull	833	80	775	50.7%	The University of Hull responded by saying that it was already reviewing its use of hourly paid contracts and will consult the unions in due course.

**Table 4: Teaching staff only: The 50 universities with the highest insecurity ranking, calculated by adding HESA data for 2013/14 to results of UCU's FOI on zero hours contracts:**

Insecurity ranking	HEI	Open-ended/Permanent	Fixed-term	Teaching zero hours	% of staff insecure (fixed-term + zero hours)	Response to UCU letter
1	Central School of Speech and Drama*	51	10	1,074	95.5%	The Royal Central School of Speech and Drama responded stating that they did not recognise UCU and using UCEA's stock text.
2	Royal College of Art*	80	54	777	91.2%	The Royal College of Art responded by saying that they are conducting a review of their use of casual contracts at this time, involving the local UCU branch.
3	The Open University*	839	5,372	-	86.5%	The Open University did not respond but is already in intensive negotiations with UCU over this issue.
4	University of London (Institutes and activities)*	22	26	92	84.3%	University of London (Institutes and activities) responded using the UCEA stock reply
5	London School of Hygiene and Tropical Medicine	180	258	385	78.1%	LSHTM responded positively to say that they are already reducing their use of fixed-term contracts and that they are happy to work with the UCU branch locally.
6	The City University	720	888	1,125	73.6%	The City University responded by using UCEA's stock text and did not engage with the issues.
7	Royal Conservatoire of Scotland*	244	22	635	72.9%	Royal Conservatoire of Scotland did not respond to our letter, or to a follow up letter
8	Heythrop College*	37	38	47	69.7%	Heythrop College did not respond to our letter or to a follow-up letter.

9	The University of Stirling	481	576	355	65.9%	The University of Stirling did not respond to our letter, or to a follow-up letter.
10	Leeds Trinity University	127	9	236	65.8%	Leeds Trinity University did not respond to our letter or to a follow-up letter.
11	University of the Arts, London	888	1,701	-	65.7%	The University of the Arts London responded positively saying that it does not use zero hours contracts, is paying its hourly paid staff the proper rate for the job and has just agreed a new policy to give hourly paid staff more job security.
12	The University of Kent	931	775	829	63.3%	The University of Kent responded positively saying that it was currently in productive negotiations with UCU locally.
13	Liverpool School of Tropical Medicine	42	70	-	62.4%	Liverpool School of Tropical Medicine did not respond to our letter or to a follow-up letter.
14	Ravensbourne*	61	99		61.9%	Ravensbourne College did not respond to our letter or to a follow-up letter.
15	London Metropolitan University	587	34	881	60.9%	London Metropolitan University did not respond to our letter, or to a follow-up letter.
16	St George's Hospital Medical School	249	96	290	60.8%	St George's said that it is currently reviewing its use of hourly paid staff and is open to this being raised through the local bargaining machinery.
17	University of Plymouth	853	201	1,120	60.8%	University of Plymouth responded by saying that it is always reviewing its use of non-permanent contracts and aims to be an employer of choice.
18	Kingston University	829	163	1,069	59.8%	Kingston University did not respond to our letter or to a follow-up letter.
19	Royal Holloway and Bedford New College	637	387	554	59.6%	Royal Holloway responded to say that it does use 'Variable Hours Contracts' and that it will respond to anything raised locally by our branch, but made no further commitment.
20	University of Cumbria	342	20	484	59.5%	University of Cumbria responded using the UCEA stock reply and did not engage with the issues.

21	The University of East Anglia	901	786	537	59.5%	The University of East Anglia responded using UCEA's stock reply and did not engage with the issues
22	The University of Lancaster	777	588	515	58.7%	The University of Lancaster responded broadly positively stating its commitment to being an employer of choice and referring to ongoing local work to address insecure employment.
23	St Mary's University, Twickenham	164	229	-	58.3%	St Mary's University College did not respond to our letter, or to a follow-up letter.
24	The University of Edinburgh	1,936	336	2,317	57.8%	The University of Edinburgh responded positively saying that it has now eradicated zero hours contracts, pays its hourly paid staff the proper rate for the job and is willing to involve UCU in a review of its use of casual and insecure contracts.
25	The University of West London	305	395	-	56.4%	The University of West London did not respond to our letter, or to a follow-up letter.
26	University of South Wales	1,048	635	640	54.9%	University of South Wales responded using the UCEA stock reply .
27	The University of Chichester	223	256	-	53.5%	The University of Chichester did not respond to our letter, or to a follow-up letter.
28	The University of Wolverhampton	722	43	773	53.1%	The University of Wolverhampton did not respond to our letter, or to a follow-up letter.
29	Royal College of Music*	264	20	266	52.0%	The Royal College of Music did not respond to our letter, or to a follow-up letter.
30	Aberystwyth University	468	321	181	51.8%	Aberystwyth responded using UCEA's stock text and did not engage with the questions
31	The University of Essex	590	506	101	50.7%	The University of Essex made partial use of the UCEA stock reply but it also claimed to be reducing its dependence on fixed-term and hourly paid contracts.
32	Loughborough University	793	454	351	50.4%	Loughborough University responded positively to say that would commit to reviewing their use of casual contracts with UCU.

33	Bath Spa University	262	259	-	49.7%	Bath Spa University did not respond to our letter or a follow up letter.
34	Royal Northern College of Music*	312	7	276	47.6%	The Royal Northern College of Music did not respond to our letter, or to a follow-up letter.
35	The University of Portsmouth	1,026	492	430	47.3%	The University of Portsmouth responded broadly positively, but did not make any specific commitments to review its use of insecure contracts.
36	The University of Sunderland	381	337	-	46.9%	The University of Sunderland responded positively saying that it is already paying its hourly paid staff the proper rate for the job, most of its staff are on permanent contracts and that it is willing to work with the union to make improvements.
37	Bangor University	539	223	215	44.8%	Bangor University responded positively referring to work with UCU to eradicate zero hours contracts, pay hourly paid staff the proper rate for the job and committing to ongoing work to review insecure contracts and place staff on more secure contracts where possible.
38	The University of Sussex	1,260	125	884	44.5%	The University of Sussex did not reply but is currently in intensive negotiations with UCU on this issue.
39	London School of Economics and Political Science	700	560	-	44.4%	LSE responded to say that they are already convening a working group with UCU to look at their employment of Graduate Teaching Assistants
40	University of Abertay Dundee	191	11	141	44.3%	University of Abertay Dundee responded positively saying that it has recently reviewed its use of casual and insecure contracts, is making progress on this issue and is happy to talk to UCU locally about making further progress.
41	Oxford Brookes University	635	500	1	44.1%	Oxford Brookes used part of the UCEA stock text but did refer to a new policy negotiated with UCU to give greater job security to staff on variable hours contracts.
42	Edge Hill University	488	378	-	43.7%	Edge Hill University did not respond to our letter or a follow up letter.

43	Falmouth University	176	2	133	43.4%	Falmouth University did not respond to our letter or to a follow-up letter.
44	University of Gloucestershire	345	257	-	42.7%	University of Gloucestershire did not respond to our letter, or to a follow-up letter.
45	The University of Bath	703	216	293	42.0%	The University of Bath made partial use of UCEA's stock reply but referred to local work with UCU.
46	The School of Oriental and African Studies	431	310	-	41.8%	SOAS did not respond to our letter, or to a follow-up letter.
47	Coventry University	1,065	756	1	41.6%	Coventry University responded broadly positively to UCU, referring to work it is doing to move hourly paid staff onto more secure contracts. However, it employs many hourly paid staff in its subsidiary companies where it refuses to recognise UCU to negotiate.
48	Glyndŵr University	191	136	-	41.5%	Glyndwr University responded using UCEA's stock text.
49	The University of Reading	802	486	82	41.5%	The University of Reading responded broadly positively referring to its willingness to engage locally with UCU and referring to existing work to reduce casual employment.
50	Brunel University London	601	407	-	40.4%	Brunel responded broadly positively, claiming to be supportive and against the 'irresponsible' use of zero hours contracts. The University said that it was open to further discussions.



**APPENDIX 1: UCU'S LETTER TO INSTITUTIONS, 21 JANUARY 2016**

Dear

I am writing to you to seek a commitment from you to work with us to tackle the dependence on casual and insecure contracts at your institution.

The real extent of universities' dependence on precarious and insecure contracts is opaque, a situation that possibly suits the sector. But the statistics that we do have should be a source of shame for our universities. Our figures indicate that the majority of the staff doing frontline teaching in our universities, are on fixed-term contracts. Sixty-seven percent of research staff at UK universities are on fixed-term contracts. According to our figures, around one third of these are of 12 months duration or less. In addition, there are at least 75,000 academic teaching staff on atypical worker contracts, and according to our figures, somewhere in the region of 21,000 staff on contracts that guarantee no hours – 'zero hours' contracts.

This is unfair to the hard-working staff who attempt to build careers in such conditions. Our members are able to deliver a high standard of education but it is becoming a matter of public concern that the action of employers in relying on a precarious and inadequately resourced workforce creates a negative environment for quality improvements. This is an issue that we have raised with the Higher Education Minister Jo Johnson and with MPs at the Business, Innovation and Skills Select Committee and the initial proposal that the use of permanent contracts should be a metric in the Teaching Excellence Framework indicates that we are not alone in our concern.

Pressure on this issue has been growing for more than two years now, in particular since the publication of UCU's report on the extent of universities' use of contracts that do not guarantee hours – 'zero hours' contracts. Yet it is a matter of great frustration to us that in that time, the sector has done little to put its house in order. UCU has raised this issue nationally with the employers' organisation UCEA. UCEA has made it clear to us that it has no mandate to negotiate on tackling casualisation and that it considers highly limited joint working groups producing descriptive reports to be the extent of its interest in this matter. A handful of institutions have made some moves to address the worst abuses, but the overall picture is of a sector hoping that attention on this issue will move elsewhere. It will not. UK Universities have much to be proud of, but there is a risk of serious and sustained reputation damage from continuing to use contracts which invite comparisons with companies like Sports Direct.

This is a national priority issue for UCU and we are not prepared to let it drop. During the Spring, UCU will be publishing a new report into the extent of the use of non-permanent and casual contracts in UK HEIs. This report will include our assessment of the willingness of institutions to address the issue of precarious work and job insecurity.

Our aim has always been serious engagement with Universities to negotiate greater job security for staff in our universities. This would obviously be in the best interests of the hardworking staff who live from month to month and year to year on insecure contracts, often locked out of career progression. But we believe it would also be in the interests of universities. It is simply not possible for staff on insecure contracts to

sustain high quality provision, no matter how dedicated they are and how hard they work. We believe that moving these people onto more secure contracts will serve universities' ambitions to demonstrate the quality of their provision as well as improving the lives of your staff.

We know what the problem is but we now need action. We remain ready to negotiate but further vacillation and delay on this issue is simply not acceptable. For this reason, we are asking you to write back to us with a statement that indicates your commitment to the following:

- eradicating any continuing use of zero-hours contracts in your institution
- ensuring that all hourly-paid teaching staff, including postgraduate teaching staff, are assimilated to the national pay spine
- conducting with UCU a joint review of all non-permanent academic contracts at your institution and agreeing to time-limited negotiations with the express aim of increasing job security, continuity of employment and opportunities for career progression for all staff engaged in any forms of teaching and/or research.

I look forward to your response by 12 February.

Yours sincerely

Michael MacNeil  
National Head of Bargaining and Negotiations

**APPENDIX 2: UCEA STOCK REPLY**

'It is regrettable that UCU seeks to present data in a way that sets the sector in an unnecessarily poor light and does not draw on the balanced review of the available data that UCU, with the other sector unions, undertook last year with the employers' organisation UCEA, and which was reported on in July 2015.

That New JNCHES report noted, for example, that the figures for atypical academic contracts equated to only a small fraction of the total academic population, with the academic atypical contracts reported for 2011-12 being just 3.6 per cent of the total academic workforce on a full-time equivalent (FTE) basis. This percentage of FTE dropped further to 3.0 per cent in the following year.

We are committed to ensuring fair and equitable employment practice but we find it unhelpful that UCU appears to want to explore the issue through a national blanket policy that does not enable a balanced discussion of each institution's specific circumstances and requirements.

It is, of course, for your representatives to raise through our established consultative machinery those matters which they wish to discuss with us relating to this institution's employment practice.'

**NOTES**

<sup>1</sup><https://www.hesa.ac.uk/component/datatables/?view=datatable&defs=1&catdex=2&dfile=staffdefs0809.htm>

<sup>2</sup>See <https://www.ucu.org.uk/6749> for more details of UCU's FOI

<sup>3</sup>See, William Locke, Celia Whitchurch and Holly Smith, Shifting landscapes Meeting the staff development needs of the changing academic workforce (HEA, January 2016). See more at: <https://www.heacademy.ac.uk/resource/shifting-landscapes>

<sup>4</sup>See for example, Adriana Kezar and Daniel Maxey, 'Student Outcomes Assessment Among the New Non-Tenure Track Faculty Majority', National Institute for Learning Outcomes Assessment (July 2014)