



University and College Union



UCU St Andrews anti-casualisation newsletter 2017

60% of teaching-only staff and 67% of research staff in Higher Education are on fixed-term contracts.

Over 21,000 Higher Education teaching staff are on zero-hours contracts.

UCU believes that casualised contracts affect the quality of education and that secure employment is in the interests of staff, students and institutions.

Calling all staff on casual contracts

Many hundreds of staff at the University of St Andrews are employed on precarious, hourly-paid 'Bank Worker' contracts or fixed-term contracts.

If you are employed on a casual contract, we want to hear from you!

Get in touch with your experiences and your priorities for the negotiations we are engaged in with the University.

Email ucu@st-andrews.ac.uk

For all academic and academic-related staff, including postgraduate tutors, the benefits of UCU membership include campaigning on your behalf, defending your pay and conditions, professional development resources, support and representation. Join now at www.ucu.org.uk/join for as little as £1.26 a month.

Action against casualisation

UCU St Andrews is actively working to improve employment conditions for staff on casual contracts. The University has agreed to work with the branch to improve the contractual status of hourly-paid staff and to revise the guidance on hourly-paid tutoring/ demonstrating.

We are also negotiating to:

- restrict the use of fixed-term contracts
- transfer hourly-paid and other casual staff to full-time or fractional contracts with comparable terms & conditions to non-casual staff
- ensure that staff on fixed-term, hourly-paid and/ or part-time contracts do not suffer detriment compared with non-casual staff.



UCU's 'Rate for the job' pages have helpful information for hourly-paid staff and an online tool to check that your rate of pay is fair for the work that you do:

www.ucu.org.uk/rateforthejob

Students: Your learning conditions are our working conditions

High quality education depends on contracts that give staff stability and continuity of employment.



I support SECURE employment for ALL staff

UCU fighting casualisation www.ucu.org.uk

Bank Workers and staff on casual contracts:



**Join the union
Together we're stronger
www.ucu.org.uk/join**

Zero tolerance for zero-hour contracts. Join the union. Join the campaign

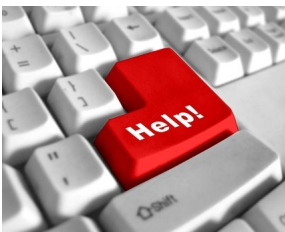
Free resources for members

UCU's range of professional development training courses and downloadable guides provide practical help throughout your career, including:

- Survival guide for hourly-paid staff
- Postgraduate employment charter
- Research grant application writing
- Starting out: getting the most from your career
- Time management
- Assertiveness
- Speaking up: voice care
- Writing academic CVs

With caseworker support I finally got a fixed-term contract after 30 years as an hourly-paid tutor.

UCU St Andrews member, Oct'16



Here for you

If a difficult situation arises at work, UCU can provide advice, support and representation through our trained and experienced branch caseworkers.

Upcoming events

UCU Staff on Casualised Contracts annual meeting
London, Friday 24th February 2017, 10.30am–4.30pm

UCU Scotland Congress
Stirling, Thursday 30th/ Friday 31st March 2017

UCU Congress, venue tbc, 27th-29th May 2017

UCU training: 'Reps 1'
Aberdeen, Wednesday 19th – Friday 21st April 2017
For any members wishing to find out more about the workings of the union or to get more involved in the branch.

Not a member yet?

Join at: www.ucu.org.uk/join
Or call **0333 2070719**

UCU is the voice for all academic and academic-related members of staff:



*lecturers,
postgraduate
tutors,
researchers,
professors,
librarians,
computing
staff, tutors,
managers ..*



UCU making headlines

The front page of the Guardian newspaper, 17th November 2016, led with the UCU report that: 'One of the most highly skilled and prestigious professions in Britain, university teaching, is now dominated by zero-hours contracts, temp agencies and other forms of precarious work'.

Recent UCU action in HE

- The University of Sussex agreed to end the use of zero-hours contracts
- Graduate Teaching Assistants at Kings' College London won a 20% pay increase
- UCU prompted a rethink of regressive PhD teaching proposals from the University of Northumbria
- Bristol University UCU achieved improvements for fixed term and hourly paid staff.

Get in touch

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Your Branch Administrator is
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