



UoN ANTI-CASUALISATION CAMPAIGN

On 12th December 2018 University College Union (UCU) members organised a demonstration and called on the University of Nottingham's Vice Chancellor to address the inconsistent and unfair working conditions of hourly paid teaching staff. Despite this issue being raised regularly with the university for over a year, they still refuse to negotiate or demonstrate transparency by revealing how many undergraduate classes are taught by staff on temporary contracts.

Under the current system there is a massive disparity between how work is categorised and paid. Different departments can allocate different roles, with different rates of pay, for the same work. Likewise, departments will allocate different amounts of paid preparation time for different classes, and very rarely enough, meaning much of the preparation work that is done is essentially unpaid. Many Postgraduate Research Students (PGRs) take on these roles and, on top of their own research, carry out work which is vital to the smooth running of countless modules and degree programs across the university.

Yet so many of these workers are denied access to employment rights through the use of the Unitemps recruitment agency. Even though the precarity and hardship caused by these temporary working conditions at the University of Nottingham received national media attention in 2016*, nothing has changed.

Many PhD students want to contribute to the teaching here in Nottingham, and do so alongside other hourly paid staff. But none of us want to be exploited! The continuing casualisation of academic work, and the increasing use of precarious teaching contracts represents a dangerous trend for the future of education. We cannot let insecure and temporary work become the accepted norm. In 2017 the University of Nottingham boasted a £646m total income, and a surplus of £33m; casualising work, driving workers' insecurity and damaging the quality of students' education is not acceptable.

Working conditions are learning conditions! We must fight for them together!

*<https://www.theguardian.com/uk-news/2016/nov/16/nottingham-academic-on-casual-contract-i-had-more-rights-as-a-binman>



WHAT NEXT?

Join the union!

It is up to us to fight casualisation, and in order to do so the voices of temporary, hourly paid and precarious teaching staff must be heard. So join the UCU (postgraduate student membership is free) and make sure yours is! Students can also support the anti-casualisation campaign through their Students Union.

Organise!

The vast majority of us share the same issues, talk to your colleagues, discuss your issues, we need to stand together to achieve change. Many senior members of staff are also UCU members, and joined the UCU pensions strike last year, we must all unite against casualisation.

Take Action!

Signing the petition (<http://speakout.web.ucu.org.uk/nottingham/>), informing colleagues, and spreading information is very important. But we must also be prepared to take further steps. This means getting involved with the union and having your say, but also making sure you attend further action, and stand alongside all other university workers.

Get involved!

Join the UCU: <https://www.ucu.org.uk/join>

Contact us: NottsUniWorker@gmail.com

Contact the UoN UCU branch: ucu@nottingham.ac.uk

Find us <https://www.facebook.com/NottsUniWorkers>