

University of Manchester

BRANCH MOTION: Tackling Teaching Assistant Casualisation

This branch notes:

- The shameful levels of casualisation in the higher education sector, with more than 50% of academic staff on insecure contracts
- That universities typically rely on hourly paid staff to deliver around a third of their undergraduate teaching
- That UCU membership has risen sharply in the last year, particularly among precariously employed staff, and that precariously employed members played a key role in the inspirational industrial action in the USS dispute
- That Teaching Assistants at University of Manchester suffer from poor working conditions including unpaid labour, late payment, contracts not provided on time and inadequate and unpaid training
- That school-level and institution-level agreements currently exist but are not consistently applied, including *The Supplementary Agreement to the Agreement for the implementation of the JNCHEs Framework Agreement for the modernisation of pay structures at the University*
- That meetings of the UCU Executive and Anti-Casualisation Network at University of Manchester were convened between June- August 2018 to discuss the basis for a claim
- That following meetings of the UCU Executive and Anti-Casualisation Network a claim was developed and submitted to management on 3 September 2018 (enclosed as Appendix 1)

This branch believes:

- That it is high time this university took decisive measures to provide fair and equitable conditions of employment for Teaching Assistants and that the university should commit to time-limited negotiations on a new collective agreement

The branch resolves:

1. To endorse the claim submitted to management on 3 September 2018
2. That a group shall be tasked with the planning and implementation of a supporting campaign for the coming year
3. To conduct a supporting survey of Teaching Assistants to give context to the claim, building an evidence base and increasing the profile of the union's campaign
4. That progress on negotiations shall be reported back to meetings of the branch and Anti-Casualisation Network during which all options for action to support the claim will be considered