

## Local Claim on Four Fights Issues

- In general, for the employer to support the Joint Unions pay and conditions claim to UCEA.

## Pay

All staff to be paid a £2500 one-off “loyalty bonus” in recognition of their valuable service over the Covid outbreak, and in partial compensation for the lack of national progress in this area.

## Pay and Promotion Inequalities

- The production of a credible action plan for elimination of all inequality pay gaps (gender, race, disability) at the university within a defined timescale.
- Publication of all inequality pay gaps both aggregated, and for academic and professional services staff separately.
- Open and transparent joint review of the grading principles for professional services staff which should include addressing the current need for “market forces supplements” and “joining bonuses”, avoiding the rationalisation of gendered and racialised pay differences built into the current HERA scheme, and avoiding the need for the blandly generic job descriptions of “Job Families”
- A joint review of the promotions process for teaching-track staff and other staff whose duties include teaching to make it more comparable with and fair with the process for research-track and teaching and research-track staff.
- The introduction of a promotions process for professional services staff, comparable with that existing for academic staff, allowing skilled and experienced staff to be promoted “within the same role”.

## Inequalities more generally

- The chairs of the various staff networks to be given paid time for those roles.
- PhD students to be recognised and remunerated as a staff role.
- Push back against the forthcoming “Higher Education (Freedom of Speech) Bill” and other “unsafe environment” national policies.
- Improved partner leave and contractual shared parental pay to at least the level of comparator institutions.
- Relocation costs should be offered to staff on grades below grade 7 and to postgraduate researchers. Currently staff on the highest pay receive the largest relocation costs whilst those on the lowest or no wages receive nothing. Covering these costs would also potentially aid with recent recruitment issues.
- We re-iterate that the points made in our earlier migrant members claim are inequality issues.

## Casualisation

- Progress has been made since the 2020 [joint agreement on casualisation](#), but we are still seeing several issues with implementation. Lack of formal contracts and breakdown of duties for casual and hourly paid staff remains too common. Many departments have not followed the University’s [HR guidance](#) for engaging staff on employment contracts, rather than casual contracts, in the two academic years since the joint statement. The original agreement must be implemented in full.

- Incorrect pay for hourly paid staff remains common. If the systemic issues underlying this can't be rapidly fixed, staff should receive compensatory payments.
- Pay remains inconsistent among casualised and hourly paid teaching staff across the university, and in most cases paid hours are inadequate to cover required work. We require joint working on establishing, with urgency, standard tariffs for hourly paid teaching work. These standard tariffs must be adequate to cover actual required workload, consistent across the university, consistent with the expectations of FTE staff carrying out the same work (if not higher, when hourly paid staff are early in their careers and therefore take longer for duties such as marking), and of a standard that the university is proud to publish to students.
- An end to explicit and implicit expectations that staff, especially casualised staff, undertake unpaid work. All hours worked must be paid for.
- A 24-month contract minimum except where there is a genuine requirement (e.g. maternity cover) for a shorter length. Use of 23 month contracts to avoid paying redundancy pay is not acceptable.
- An end to the outsourcing of professional services staff where a permanent requirement exists, and a joint review of the use of agency staff in professional services roles on projects where standard employment contracts could be used.
- Use of outsourced staff in security, with Mitie currently providing the contract, must end. These staff must be brought back in house at the earliest opportunity.
- Any new college expansion must not include use of facilities management companies such as Campus Village to employ porter and cleaning or other college staff.

## Workload

- The overtime pay arrangements for Grade 1-6 staff to also be applied to staff on Grade 7 and above.
- Workload modelling should be realistic, public, and be something the university can be proud of in how much time it allocates.
- There should be a rough expectation given in contracts of the proportion of time expected for each part of the role.
- Major changes and new policy introductions should be assessed for their workload impact, and spare capacity should be left in workload models to absorb these.
- Review of the proportionality, complexity and size of the University's "policy file"; time to be allocated and paid for reading for any policy staff are expected to follow.
- Additional staffing and prioritisation for process review and improvement teams with the aim of automating manual paperwork processes where possible.
- Begin a joint consultation with students, academic departments, unions, and the central timetabling team on how it might be possible to improve the quality of the teaching timetable; a hold on further increases in student numbers until improvements are made.
- Staff / student ratios for both academic and professional services staff should be reviewed and adjusted appropriately in line with increases in numbers of staff and students to be supported. Staffing levels in all areas should be sufficient to allow for temporary disruptions without colleagues instantly becoming overworked.
- Be very clear - including by managers setting a good example - that people are not required to attend work or even work remotely while ill or convalescing, especially in the current Covid situation.
- Annual publication of analysis of TAS survey results, with actions identified where worked hours exceed contracts hours and those allocated in workload models

- Review of DPPC procedures to reduce workload in preparing and assessing CVs
- Implement processes to identify good practices to reduce workload pressures in departments and divisions, with these then shared and implemented across the institution where relevant
- Enable instigation of workload groups (for which time is allocated) in departments and divisions, to make recommendations to managers on reducing workload pressures.