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Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqE6Dwi1KrEWZw_0AlI9PzJ5IBg_3D_3D_0A)  teaching assistant  5/2/2013 17:46[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqE554pqEr9YmT_0AXs08STlqyw_3D_3D_0A)  mathematics  5/2/2013 17:44[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqwj0zHvtlAIWO_0AkmpGJtiLdg_3D_3D_0A)  Computer Science  5/2/2013 17:40[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq06Ys5OK7xXCx_0A4v4I72LC_2BQ_3D_3D_0A)  POLIS  5/2/2013 17:40[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqPCAiksThGKo5_0Av76AgP1nOA_3D_3D_0A)  Management  5/2/2013 17:39[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqFuQ2HA/To2Ej_0Aa1L2OQ4Q9w_3D_3D_0A)  Department of Mechanical Engineering  5/2/2013 17:36[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqRw79kSWf6yTq_0A75wBGt654w_3D_3D_0A)  Foreign Languages Centre  5/2/2013 17:35[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqPPD_2Bo8U1gIEw_0AgVRKSOl4Hw_3D_3D_0A)  computer science  5/2/2013 17:34[View 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Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqj3ga_2B5zfTjJu_0AIj3aByi/hQ_3D_3D_0A)  Mathematical Sciences  5/2/2013 17:14[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqbwCpQqtOoSsa_0Aa9Z67gc6fw_3D_3D_0A)  Economics  5/2/2013 17:14[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq8GRiJ6tJzNXz_0AcbFolkWJmQ_3D_3D_0A)  Mecanical Engineering  5/2/2013 17:13[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqeVBwKm1Qxdag_0AH4kyFcWTig_3D_3D_0A)  Mathematical Sciences  5/2/2013 17:10[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqkijAQvLvvSC6_0AtL4qdLpjZQ_3D_3D_0A)  Mathematical Sciences  5/2/2013 17:09[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqGF3/W9L92qab_0AtPtzpoeA0A_3D_3D_0A)  Mathematical Sciences  5/2/2013 17:08[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq59oDpByR98Kt_0AaM0wdag4tQ_3D_3D_0A)  psychology  5/2/2013 17:07[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqiRzxXx4tWKjk_0AHziGb1eC/w_3D_3D_0A)  Mathematical Sciences  5/2/2013 17:06[View 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invigilator

5/2/2013 17:46[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqE554pqEr9YmT_0AXs08STlqyw_3D_3D_0A)

Physics

5/2/2013 17:06[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq8RhcKttmp2rU_0As_2BLfj80cAw_3D_3D_0A)

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I believe the rates of pay per hour are fair although I have not compared these with other universities. In Q6, teaching assistant pay has gone up but marking has gone down. They have changed but overall the amount of pay is roughly the same.

15/2/2013 11:42[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5j8NbJZml1cnIImjSPrRJbIeu/OdDoSZHJz_0AHsRyeMvkSw_3D_3D_0A)

I was recemtly sent 2 emails - 1 to say I wasn't permitted to go to the staff party, th other to tell me to go to the staff meeting!

13/2/2013 16:35[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5im33fRkqpDZxQDPJuzGahhWxd0bEQve_2B1n_0ACAYcJ2OMEw_3D_3D_0A)

I have now left my part time employment. My contract was renewed annually

13/2/2013 9:20[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5im33fRkqpDZxQDPJuzGahh/DBq9Xl_2BPuhn_0AO90huPwpgA_3D_3D_0A)

They know you need the money as a student so they pinalise you on insisting take it or leave it approach. They avoid paying you for maternity leave. They dont care for quality of teaching as the hours given to teach are so stringent and does not consider good prepartaion time, this means the presure is on the student(casual worker) to put in more unpaid hours as preparation so, they dont look stupid in front of students. THIS IS VERY IMPORTANT but invisible issue. I will be a member from now on to UCU - thank you!!

11/2/2013 13:51[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5im33fRkqpDZxQDPJuzGahhORG4Rc3yiXLH_0AAR/9zXBcUA_3D_3D_0A)

I am happy with the work I do for the university, however it is very insecure. Due to the nature of the work, I rarely know how many hours I will be working until a week or so before I start work.

7/2/2013 14:53[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqp8T_2BNC8pcOKt_0Ad6f2aaP8NA_3D_3D_0A)

The hourly pay for marking is hard to assess and can massively vary from week to week. A revision of payments may need to be made.

7/2/2013 11:33[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq5EToo7FCAWZh_0AhLCZQoHyOQ_3D_3D_0A)

After having worked for the Dept for Health for 7 years as unit tutor/unit convenor, the move to the casual contract saw my employment terminated at the end of the contract with no notice (as it does not seem to be required). This allows for the university to treat employees on such contracts as disposable.

6/2/2013 17:18[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqiBvGMuXUlLm_2B_0A5hJCLFLykQ_3D_3D_0A)

I have a fixed-term part-time 4 month variable hours contract, so have not looked into joining the Union but maybe I should. This survey has prompted me to think about it. I have spent (a long) time applying for full-time academic positions (over 90 applications) with a 15% shortlisting success rate. I am now accepting short-term teaching fellowships as a possible way in to something more full-time. I have been asked to do undertake some similar part-time teaching at another University. Developing or taking over units always involves far more time than one is actually paid for. I know I am not alone in this but see it more as an internship - ie as providing more of a 'way in' - than a paid job in an of itself.

6/2/2013 16:55[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqd82GNaKxSoQ2_0A3G_2BZ1bvZLQ_3D_3D_0A)

Method of payment changed to fixed item for service to hourly rate so cannot answser 6/7

6/2/2013 15:23[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq55WoKNKmKqDw_0AWoqaMX4jXw_3D_3D_0A)

For the last 2/3 years I've been on an overarching employment agreement in the faculty which comes into force each time a schedule of assignment is submitted. This has been at a protected hourly rate of pay (approx £21.30 + holiday), and it will end in June 2013, when presumably the rate will go down for any further work. Most of my work is teaching specific NVivo sessions (mostly MRes). Recently, when I have been approached by staff or research groups to teach them NVivo, the university has refused to pay me at the same level, insisting on £12.89/hr instead. This is despite having agreed with the research group several months previously a fee on a consultancy basis of £28/hr, which was budgeted for within their research funding. It seems to me that casual workers should not be prohibited from arranging consultancies with staff members if research funding covers the costs. Secondly, having been employed to teach NVivo, I had to fight to be allowed to have the software installed on my laptop (because I am a casual worker), even though I have not been provided with an office or computer at the university. Previously, while employed as a lecturer, I had to fight to be allowed to borrow books necessary for the course from the library, again because casual workers apparently do not have this right. It doesn't make me feel welcome or valued when the university initially refuses to provide me with the necessary tools for the job they are employing me to do, and gives me fewer rights and 'privileges' than the students I'm teaching.

6/2/2013 13:13[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq6gT9TX_2BeX2aZ_0ApyOgXimrGg_3D_3D_0A)

Job evaluation took place without my knowledge, so no chance to input

6/2/2013 12:20[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqhln/7AgT3fYh_0ApicM5KkRfA_3D_3D_0A)

The department has been accommodating in grouping my teaching timetable so that I don't need to come in every day. That has been a good thing. Having said that, I'd love to have more work at the University.

6/2/2013 12:16[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLquaBJbRs/VCiJ_0AQwJWKmUIpQ_3D_3D_0A)

It seems to be down to the module co-ordinator to decide whether or not all of the hours worked will be paid for.

6/2/2013 11:15[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqKKTKisi2mnty_0AsCJsjG4WGg_3D_3D_0A)

People tend to work more hours than they claim for.

6/2/2013 10:50[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqwPIYO3/CTmyl_0AxsRUdji3_2Bw_3D_3D_0A)

Certain aspects of teaching fall outside what can be claimed for, e.g. time spent with students, various meetings about teaching, plus the time it takes to fill in, have signed and delivered, a time-sheet.

6/2/2013 10:39[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqlkEiA84D6XBp_0AN/JSlb/dCg_3D_3D_0A)

The School of Management and the Technology Faculty differ greatly in the rates they pay - Management pay much better, perhaps because they are School in their own right.

6/2/2013 10:31[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqgV5gK0oay5OJ_0ANNxTKsnrnA_3D_3D_0A)

I have a complex contract which invloves teaching, assessment and supervising doctoral students. I am paid different rates for supervision by 2 different departments

6/2/2013 10:24[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqyKSHZWJtnkpv_0AhcQbn76DOA_3D_3D_0A)

Make departments assess carefully and fairly what work can be guaranteed and so should be part of contract and what cannot be as so has to be casual. This should be done regularly. Re question 5 I have one contract and one 'contract that is not a contract' in the words of HR!

6/2/2013 9:47[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqke1ZHlT/jvFL_0AsLmE2C5sqA_3D_3D_0A)

I'm not a member of the UCU nor the superannuation scheme, because on hourly pay and short term research contracts (mine ahve ranged from 4 - 10 months but never F/T) what's the point? Money is precious and I'm never sure if I'll still be working at Bath anything longer than 6 months ahead. It sucks having no desk to speak off and time sheets to fill and I'm a Dr with a book behind me amongst other publications! But Bath is not as bad as another uni in the SW I do hourly-paid teaching for.

6/2/2013 9:43[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq8kMBlqTzO_2BBv_0A9Xw2KsEzXg_3D_3D_0A)

The department did not consult us on the changes to our workloads. As postgrads were refusing to be tutors due to this increase in workload, tutoring by postgrads was made cumpolsory. There needs to be prior consultation with tutors before changes are made. Otherwise we feel alienated by changes that are forced upon us when our views have not been heard or taken into consideration.

6/2/2013 9:43[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq0sZiW/BBc4Iz_0Ac6tCHkxgqQ_3D_3D_0A)

When teaching I was paid only for contact time, yet expected to design the unit, research the unit, hold tutorials and mark all the work with only 18hours of pay! It was somewhat ridiculous. I then had to chase up the HoD for my pay which was entered in one lump almost two months after the unit had been completed.

6/2/2013 9:07[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqIB/65Jx2BJd9_0A9pHYw5jwuA_3D_3D_0A)

People on new contracts get paid less now, where as I am still getting a higher rate for the same work as I signed my contract earlier.

6/2/2013 9:02[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqKjFq2Iw8Mvk9_0A/Wyly9_2BMMA_3D_3D_0A)

Usually lecturers are paid for two hours of a lecture plus one hour for preparation. I don't think that's enough given they time they spend to prepare the lecture, travel to universiy etc.

6/2/2013 8:49[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqVjKmubrVZPnB_0AKJKP7BH34A_3D_3D_0A)

the hour salary is very low and we do a lot of things unpaid.

5/2/2013 22:34[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqxl7SVLxIf1bD_0AD59HSDU7yw_3D_3D_0A)

I get paid £20ph at Bath, other universities pay £40ph - and this is because I have done my phd here and they want to treat you like you are still a student not as someone with good teaching experience and qualifications, you are still the lowest - good enough to spend time with the students and mark assessments, not good enough to pay a decent rate. The hourly rate here for lecture/seminar per hour is apparently supposed to include marking as well - no accounting for the hours spent marking eg I got paid for seminars for 90 students, but nothing extra for marking their reports and presentations which takes a lot of time. Other institutions do pay for the marking. On the other hand, when I get paid to run a unit I get paid a set fee for lectures and marking and a better rate. It's all so inconsistent.

5/2/2013 21:57[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqnnTibc6tcyb_2B_0ApFfu9TyJkA_3D_3D_0A)

What's happening for hourly paid staff like me and others is highly demoralising and depressing. We feel devalued and mistreated. Especially the way our university has made that change without any consultation is wrong in many ways.

5/2/2013 21:50[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqrnOu2UtbvC3M_0A2YWdxP7DqQ_3D_3D_0A)

I am being offered increasing amounts of work, however, I am reluctant to accept these unless I am offered a substantive contract.

5/2/2013 20:40[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqeuuxfoDpDGbq_0Ak/bsdjZSfQ_3D_3D_0A)

There has been an ongoing squeeze on our terms of employment; graduate teaching assistance, marking and related work seems to be afforded a very low priority by the University.

5/2/2013 19:53[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq1CircrvD4Xu9_0AY6xzbFC4OA_3D_3D_0A)

Part-time jobs ruin the very sense and essence of any thoughtful labour

5/2/2013 19:26[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqRQ0l39GiIWCx_0Aj88JWyyGtw_3D_3D_0A)

All in all, it was an enjoyable experience, but more training is needed in order to be able to do your best as a teacher, so organizing additional workshops could be useful.

5/2/2013 19:15[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqMkfvHYPKfi55_0AAV3llKIY1A_3D_3D_0A)

Obviously this is something that needs to be addressed. I'm not saying everyone on hourly rates should be made permanent or whatever but there needs to be better pathways to permanent posts, more security somehow. The actual pay is not that important since the salary is so pitiful that a few pounds here and there are immaterial. The focus should be on getting better contracts, rights, and opportunities.

5/2/2013 19:00[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqTflr84Vud8iU_0APrCIB6jz2w_3D_3D_0A)

I have been expected to carry out much unpaid work and will not renew my contract next academic year if an hours only contract is offered.

5/2/2013 18:59[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqgJSWASneHwXh_0ALOW0RtuJuw_3D_3D_0A)

I think that article (like most newspaper articles) is worthless and not worth this reaction. Someone needs to point out that if you haven't finished your PhD in 8 years then maybe the problem isn't with the system but the person. Of course if you want to increase my rate of pay I won't complain, especially since I'm the only one who does anything around here (hyperbole for effect).

5/2/2013 18:11[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqjuqgSQydOGkb_0A0ojFquAXBg_3D_3D_0A)

I have a fractional contract (which was reduced in 2011) and a variable hours contract. The variable hours contract allows the department to use use me as they see fit, but also allows me to top up my income on my fractional contract - necessary since it was reduced. Payment is not transparent. I don't know whether I'm paid at the same rate for the same work on each contract. The variable hours contract means the ELC has no obligation to give me any extra work, which seems to be largely and reliably available, despite the fact that when contracts were reduced it was because student numbers and so available work had dropped. It seems that by and large work is available, although not what management see as 'guaranteed'

5/2/2013 17:56[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqob6gPjOsJYUM_0AUy6smOHbtw_3D_3D_0A)

It would be nice to know about the possibility of work further in advance.

5/2/2013 17:54[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq1C2/jr2P5oIp_0Aa8MVUtXVYw_3D_3D_0A)

I've had different contracts, rates and conditions nearly every year!

5/2/2013 17:52[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqDkkyvAFOM89R_0AlpeEhGry6g_3D_3D_0A)

It is impossible to prepare, teach and mark my units in the time I am paid for - preparation and marking always take much longer

5/2/2013 17:40[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqPCAiksThGKo5_0Av76AgP1nOA_3D_3D_0A)

Casual work at the University is good because of the flexibility it offers. The one big drawback I find with it is that additional work that you end up doing outside the "teaching hour" does not really get paid. That includes not only the obvious preparation time but meeting with students, answering their emails etc. So sometimes I wonder if the pay really reflects the amount of work you end up putting in. Having said that, it is up to the worker how much of "additional" work they are willing to do but reducing that to a minimum would mean bad teaching quality and poor support for students.

5/2/2013 17:39[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqFuQ2HA/To2Ej_0Aa1L2OQ4Q9w_3D_3D_0A)

There used to be one extra paid hour for preparation which now is removed. So, we do not get paid for time we spend for preparation.

5/2/2013 17:36[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqRw79kSWf6yTq_0A75wBGt654w_3D_3D_0A)

I do believe the rate (specially for marking and invigilating) should be higher

5/2/2013 17:34[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqyBb9CZklXHcn_0AiQreIjT4VA_3D_3D_0A)

Note: Although I have been a casual worker for 15 months (on and off depending on term times), I have changed role, which is why my pay and workload have changed.

5/2/2013 17:28[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq0x46wctBEbR4_0AKjkr0Smgyw_3D_3D_0A)

Time it takes to prepare for lectures etc... is not always taken into account with regards pay, so acual hourly rate can end up being really low if you take all the prep time into account.

5/2/2013 17:17[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqDVxkewVEOrAV_0A3_2BNtK1c6cQ_3D_3D_0A)

I think that article was daft - being able to teach casually while doing a PhD is massively advantageous.

5/2/2013 17:16[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq7oArlBmDlsQu_0AbgvPQNb3PA_3D_3D_0A)

The hourly teaching rate has significantly decreased from approximately GBP 18.50 per hour to GBP 12.55 per hour as the university has decided (without consultation) that casual teaching assistants will now be paid a flat rate for preparation, teaching and marking. This took place at the beginning of he Semester 1 this academic year and we only found out when the casual teaching assistant contracts were sent out for signing. We have taken this up at the SSLC's, the Research Academic Coucil committee meetings with the SU, various other committees and our head of department who has talked to HR, but unfortunatey was unable to assist us. HR have now stated that they will be writing to each PGR teaching assistant individually to explain the changes. On a personal note I will be approximately GB 200.00 down teaching the same one week intensive CPD unit I taught on 2 years ago and find this unacceptable. Apparently HR have said that in theory, no one should find themselves worse off, but sadly this is not the case and a number of PGR's are extremely unhappy about the situation.

5/2/2013 17:16[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqucu5LELkwQfO_0AKRjA7lp6SA_3D_3D_0A)

The hourly wage paid does not compensate the number of hours of preparation and technical knowledge needed to teach. If one accounts the number of hours for preparation, the per hour rate can be less or near to minimum wage.

5/2/2013 17:14[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLq8GRiJ6tJzNXz_0AcbFolkWJmQ_3D_3D_0A)

Current arrangement fine for PGR with other regular income. Would not like to be employed perminantly on this basis though.

5/2/2013 17:13[View Responses](http://www.surveymonkey.com/MySurvey_ResponsesDetail.aspx?sm=W0ABnGBND1bp9K1NiIz9W4T7Dg33LalC8ewk63KOU5jmTqR1gANh4z9hvXX4RXLqeVBwKm1Qxdag_0AH4kyFcWTig_3D_3D_0A)