

Teaching only contracts

UCU has raised questions about the use of teaching only contracts several times at JACNC. Our concerns are that teaching only contracts have been introduced and their use extended in ways that could be interpreted as a breach of the framework agreement. The particular points we have made are

- that those engaged on teaching only contracts are excluded from the definition of academic staff in university statute.
- that those engaged on teaching only contracts do not have the same opportunities for reward and career progression as those in other academic roles
- that the commitment to 'parity of esteem' between those on teaching only contracts and those on teaching and research contracts means nothing unless there is parity of status, progression arrangements and opportunities for career development

We are particularly concerned at the use of 10 month contracts and of Grade 6 for a number of teaching only contracts.

We have made these points on a number of occasions, particularly during discussions over proposed changes to job descriptions for those on teaching only contracts and for the introduction of promotion criteria from Grade 7 to Grade 8 for those on teaching only contracts. While reserving our position that those on teaching only contracts should be rewarded in the same way as those in other academic roles, we have sought to negotiate progression criteria rather than promotion processes for those currently rewarded at Grade 7.

The proposed changes to job descriptions for those on teaching only contracts and the proposed promotion criteria are complex and unworkable. They will generate a significant number of new claims for regrading and job evaluation. They reproduce the inequalities between those on teaching only contracts and those in other academic roles and will feed the sense of grievance that was all too apparent in the survey we carried out last year of those on teaching only contracts.

There is no sign that the university intends to abandon its use of teaching only contracts, and their use is likely to increase as more of those in teaching and research roles experience an intensification of the demands on their time. We are prepared to participate in a review of the use of teaching only contracts in the university and call on the employers to agree to this as a matter of urgency.