

Anti-Casualisation Motion

This branch notes that:

1. The final anti-cas agreement was signed in March 2023 after intense negotiations and during strike action that year. The joint agreement can be found here: <https://www.bath.ac.uk/publications/collective-agreement-to-address-casualisation-and-insecure-employment-in-the-e-r-job-family/>
2. There has been progress towards Section 3.1 of the agreement involving PGRs who teach. Progress reported by HR has involved moving PGRs from casual to fractional contracts. This has been rolled out, but (1) some departments may not be offering such contracts; (2) communication to GTAs has been minimal.
3. Redundancy/Redeployment on research contracts (Section 5.4): The pilots have been with the Tobacco control group, where they have been moving contracts that were due to come to an end to open-ended (with usual redundancy clause) rather than fixed-term linked to specific grants. The figure we were quoted was 19 colleagues have been moved to this revised arrangement. In this first quarter of 2024, we are expecting to receive formal figures from HR on these contracts.
4. Implementation of Section 2.3 (issuing standard FT contracts of a minimum of 2 years) has so far has been most disappointing. The clause of 'external funding, local circumstances, maternity cover etc.' cover many of the teaching-only contracts.

This branch believes that:

1. While much positive progress on anti-casualisation has been made, there is still much work to be done implementing and building upon the existing agreements.
2. The nature and volume of this work is such that a separate group other than the branch committee would be appropriate to take this on and support the Anti-casualisation negotiators.
3. Anti-casualisation organisation is a good way to introduce branch members not on the committee to trade union work.

This branch resolves that:

1. To set up an Anti-Casualisation Working Group (ACWG), chaired by the Anti-Casualisation Officer, the membership of which consists of the Post-Graduate Rep, Anti-Casualisation negotiators and any interested members of the branch. We especially encourage staff on insecure and casualised contracts to take part in the ACWG.
2. The purpose of this ACWG should be to decide on the best way to implement and build upon existing agreements, and to support organisation around issues relating to anti-casualisation.
3. To formalise this group, the ACWG should aim to propose a motion at the upcoming AGM to amend the local rules to include the ACWG or a similar group to continue this work.

Proposed: University of Bath UCU Branch Committee

Second: David Moon