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Manifesto for Associate Tutors

1. All terms and conditions for employment need to be agreed with UCU following negotiation (including role profiles and pay and grading for all parts of the role). This is part of the procedural agreement and ensures that all members of staff are treated fairly. We require that the University ceases localized employment practices and provides equitable treatment for all staff.
2. Equal pay for work of equal value within schools and across the University and NO differential between current and future staff. It is unacceptable for colleagues to be working side-by-side on different rates of pay calculated under different systems.
3. All direct teaching should be at a minimum of Grade 6. The university must value the true worth of teaching as part of its responsibility to its students, and in accordance with nationally agreed grading for academic roles.
4. No zero hour contracts, i.e. all ATs should have a contract which specifies the work to be undertaken and which guarantees salary for the year (good academic planning should ensure this goal).
5. Negotiations towards permanent and fractionalised (i.e. part-time) contracts for all ATs.
6. For the University to understand and acknowledge differences in DPhil-ATs (GTAs, DTAs, self-funded, bursary etc.) whilst ensuring that the principle of equal pay for work of equal value is fully respected.
7. A clear and transparent policy of deployment and career development of ATs within the teaching and learning strategy of the University, i.e. recognition of the true value and contribution of ATs to the well-being of this University.

The above manifesto was developed in association with UCU AT members and is endorsed by the Sussex UCU Executive.

31 October 2008

Associate Tutors

Some simple facts:

- the multipliers used were imposed without any discussion or agreement with UCU. The university was forced to remove the word 'agreed' from their launch presentation a year ago, but the myth persists.
- the multipliers don't take account of all the work that needs to be done, so much of the work is done for free (e.g., tutorial reports, electronic feedback)
- Typically each seminar hour incurs a multiplier of three (one hour of teaching, one for marking and one for preparation), but different (lower) multipliers are used in some departments
- Some ATs are paid at different grades for seminars and office hours on the same course
- ATs are convening at grade 5 (e.g., in CCE or SLI). National profiles suggest this is grade 8 work.
- ATs are lecturing at grade 5 (e.g., in HUMs or Soccul)
- ATs have an hour per 'seminar hour' to prepare... even when the reading alone may take 10-20 times that (try a 700 page novel, for example)
- Meeting with the convenor to prepare isn't counted in the multiplier. And isn't paid for.
- ATs have an hour per 'seminar hour' for marking, irrespective of the number of students or length of work submitted. (e.g., 28 student essays of 2000 words)
- Some ATs are paid at a much lower rate for marking once they have gone over their allowed hour. They're the lucky ones! Others aren't paid at all if they go over the 'allowed' hour but still have to do the work. (Soccul former, Hums latter)
- Some ATs are not paid for non-contributory marking although extensive feedback is still required (e.g. Hums)
- If ATs worked to what is required on grade 5, faculty would have to take on a significant extra load in preparing hand-outs, marking and providing feedback. Teaching would collapse. Almost instantly.

The above are just a few examples of the inequitable treatment of Associate Tutors at Sussex. UCU is working closely with Associate Tutors to achieve fair and appropriate pay for the fantastic work they do. This means grading their work in line with national norms, and an absolute minimum of grade 6 for any direct teaching. And it means paying them for the work they do. All of it.

We would urge all faculty to support their ATs in their campaign for fair pay, raise the issue in departmental meetings and join in the Rally on **Wednesday 3rd December at 1.00** in Library Square. Speakers include UCU National President, Sasha Callaghan.

Paul Cecil
President, Sussex UCU
2 December 2008