

TO: Assembly

FROM: David Evans

RE: Policy to Collaborate with UCU on Campaign to Improve Conditions for Postgraduate Teachers

DATE: 04 December 2018

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#### Assembly Notes:

1. Postgraduates who teach are a category of casualised staff in the University who have not seen a pay increase since Oct 2008, and who are subject to erratic conditions on whether they are actually paid for work they carry out.
2. The Durham Branch of the University and Colleges Union (DUCU) passed a motion at its October meeting critical of the casualisation of teaching and research staff in Durham University and proposed measures to challenge this.
3. Durham SU has previously passed a motion in support of DUCU during their strike action over pensions in Academic Year 17/18.
4. DUCU have access to additional resources that may be relevant to the postgraduate pay campaign planned by the Postgraduate Academic Officer, by virtue of the UCU's national network and expertise from organisers of similar campaigns at other Universities.
5. An offer to jointly brand UCU's anti-casualisation campaigning materials with marques from Durham SU and DUCU to show our joint aims has been extended to the SU.

#### Assembly Believes

1. There is strength in collaboration with partner organisations where our interests clearly overlap, and this is the case between DUCU's challenge of the wider casualisation of staff in the University, and the Postgraduate Academic Officer's more targeted campaign to improve conditions for casualised postgraduate teachers.
2. Whilst DUCU's intended lobbying goes wider than the Postgraduate Academic Officer's declared postgraduate teachers' pay campaign, feeding into DUCU's campaign and drawing on their resource and expertise will strengthen our own lobbying power on our campaign.
3. Endorsing joint working on this specific campaign does not commit the SU to ongoing work with DUCU in the case our interests diverge; however it will build trust and contacts between Durham SU and DUCU that may be beneficial to future work conducted by the SU.

#### Assembly Resolves

1. To mandate the Postgraduate Academic Officer to support DUCU's anti-casualisation activities as they relate to pay and conditions for postgraduate teachers.
2. To mandate the Postgraduate Academic Officer to work in collaboration with DUCU for the purposes of Durham SU's own campaigning to improve pay and conditions for postgraduates who teach in the University.

3. To approve the use of materials jointly branded between Durham SU and DUCU pertaining to the campaign to improve pay and conditions for postgraduates who teach in the University, subject to further approval by the responsible staff member in the SU.