

Senate: 11.06.15
Paper Code: SE2014.47



Senate

Paper Title	Concerning subsidiary companies to deliver academic programmes.
Outcome requested	Senate is asked to note this development and affirm a position.
Points for Senate members to note and further information	Casualised and hourly paid staff are our most vulnerable staff group that has responsibilities for academic delivery.
Questions for Senate to consider	Whether they wish Queen Mary to be a leader in excellence, both of teaching and of staff conditions.
Regulatory/statutory reference points	QAA
Strategy and risk	Risk to standards of academic excellence and reputation. National Student Survey
Reporting/consideration route for the paper	Senate
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Sponsor	As above

Concerning subsidiary companies to deliver academic programmes

Senate notes that:

- There is a growing trend of casualisation of teaching in higher education.
- This trend is widely accepted as damaging for the student experience and for higher education more generally.
- A subsidiary recruitment company, TeachHigher, has been established at, and is supported by, University of Warwick
- The University of Warwick intends to roll this operation out nationally
- TeachHigher will employ academic teaching staff on casual 'temporary worker agreements'?
- Such staff will no longer be direct employees of the university, but rather of the Warwick Employment Group, and their contracts can be terminated without notice.

Senate affirms that:

- That QMUL should seek to reduce its reliance on casualised staff, especially in teaching.
- That improving the pay and conditions of teaching staff on casual contracts is vital to delivering a satisfactory student experience
- That QMUL should set a good example to the sector in its treatment of teaching staff on casual contracts.
- That TeachHigher will entrench and expand the casualisation of labour in higher education and should be strongly resisted
- That TeachHigher represents an acceleration of the trend towards a two-tier workforce in higher education, where a declining proportion of permanent, secure, and full-time jobs are replaced by temporary, insecure, and poorly remunerated positions
- That QMUL should not therefore use staff employed by TeachHigher or similar companies.