

1589 A Better Deal for Postgraduates that Teach passed 9 Oct 14

Proposer: Liam McCafferty (PG Education Officer)

Seconder: Thomas Withers (Fell)

Union Notes:

- 1) That a recent NUS report found that the 'experience of postgraduates who teach differs widely between institutions as well as internally between departments.'
- 2) Almost one in three postgraduate teachers did not receive a contract.
- 3) One in five postgraduate teachers receive no training or induction before they start in their role.
- 4) The average postgraduate teacher will work almost twice the hours they are paid for.
- 5) Almost one in three postgraduates who teach earn below the minimum wage.
- 6) Several Postgraduates at UEA have indicated they do not feel current contracts reflect the actuality of the work commitments they are expected to fulfil.
- 7) Furthermore, some postgraduates feel they do not have the same access to teaching opportunities as others.

Union Believes:

- 1) That teaching is often essential to postgraduate research students. Both financially and in terms of the experience it provides.
- 2) That all postgraduates that teach should be offered a contract that properly reflects the work they are expected to do.
- 3) That the recruitment process for postgraduates should be fair, transparent and equitable.
- 4) That postgraduates should receive a fair rate of pay for all hours worked.
- 5) That the university should take measure to implement a fair and consistent process for the recruitment and training of postgraduates in a teaching capacity.

Union Resolves:

- 1) To call on the university to adopt the Postgraduate Employment Charter.¹
- 2) To mandate the Student Officer Committee to set up a regular working group with the University College and Lecturers Union (UCU), to discuss how better to represent and campaign on behalf of postgraduates that teach.

¹ <http://www.ucu.org.uk/media/pdf/l/r/postgrademploymentcharter.pdf>