



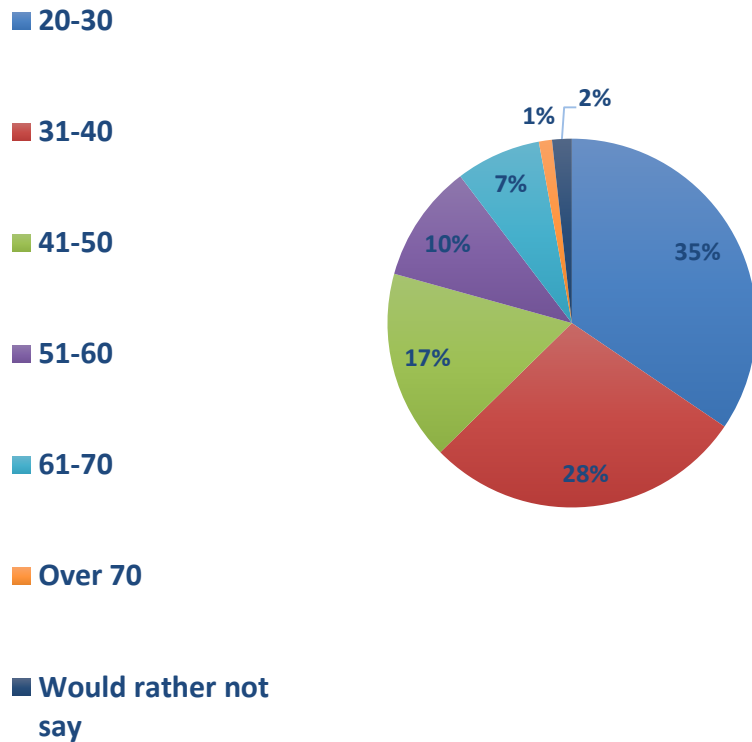
University and College Union

**UNIVERSITY OF KENT BRANCH SURVEY
OF PART-TIME TEACHERS
JUNE 2016**

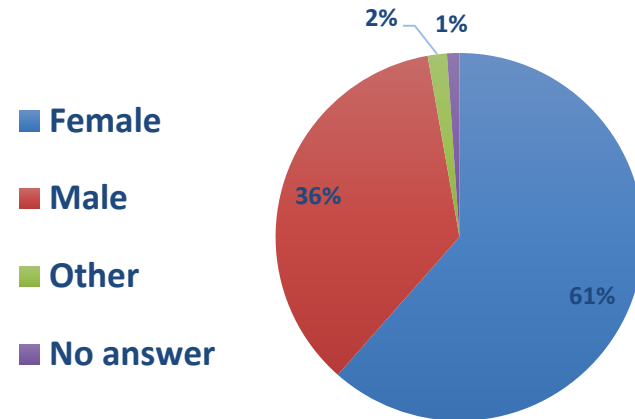
- 174 responses
- 39% Humanities
- 36% Social Sciences
- 20% Sciences
- 5% Non-School
- 19 Schools/departments

Who responded to the survey

AGE



GENDER



About the PTTs

- 6% identify as having a disability
- 26% have caring responsibilities
- 23% have a PhD, 48% studying for one
- 65% have no teaching qualification
- Majority have been working at Kent for 2-5 years

About the contracts

- 24% GTAs, 60% hourly-paid lecturers
- 34% on zero-hours contracts
- 16% fractional or combined contract, e.g. researchers, demonstrators
- **Huge confusion** about what work is included in the 'elastic' contract (p11 of report)

The elastic contract

- *'In theory I am paid for the teaching prep in the hourly rate, but prep of original material takes a huge amount of time and in effect I am paid way below the minimum wage.'*
- *'My hourly rate is said to include the prep time, administration and other contact ... but the hours don't add up and as a modular course over 11 weeks the hourly rate comes down to about £5 ... as marking is included in the hourly rate, it brings it down ... I cannot live like this any more.'*

Pay

- Standard pay rate for Assistant Lecturer is £36.35 - £44.66 per hour
- Only 18% entitled to sick pay?
- 63% of respondents earn less than £700 per month gross
- Over half have other jobs

Support: key issues

- Private work space, e.g. for office hours
- Dedicated meetings for PTTs
- Representation in School structures
- Staff handbooks for PTTs

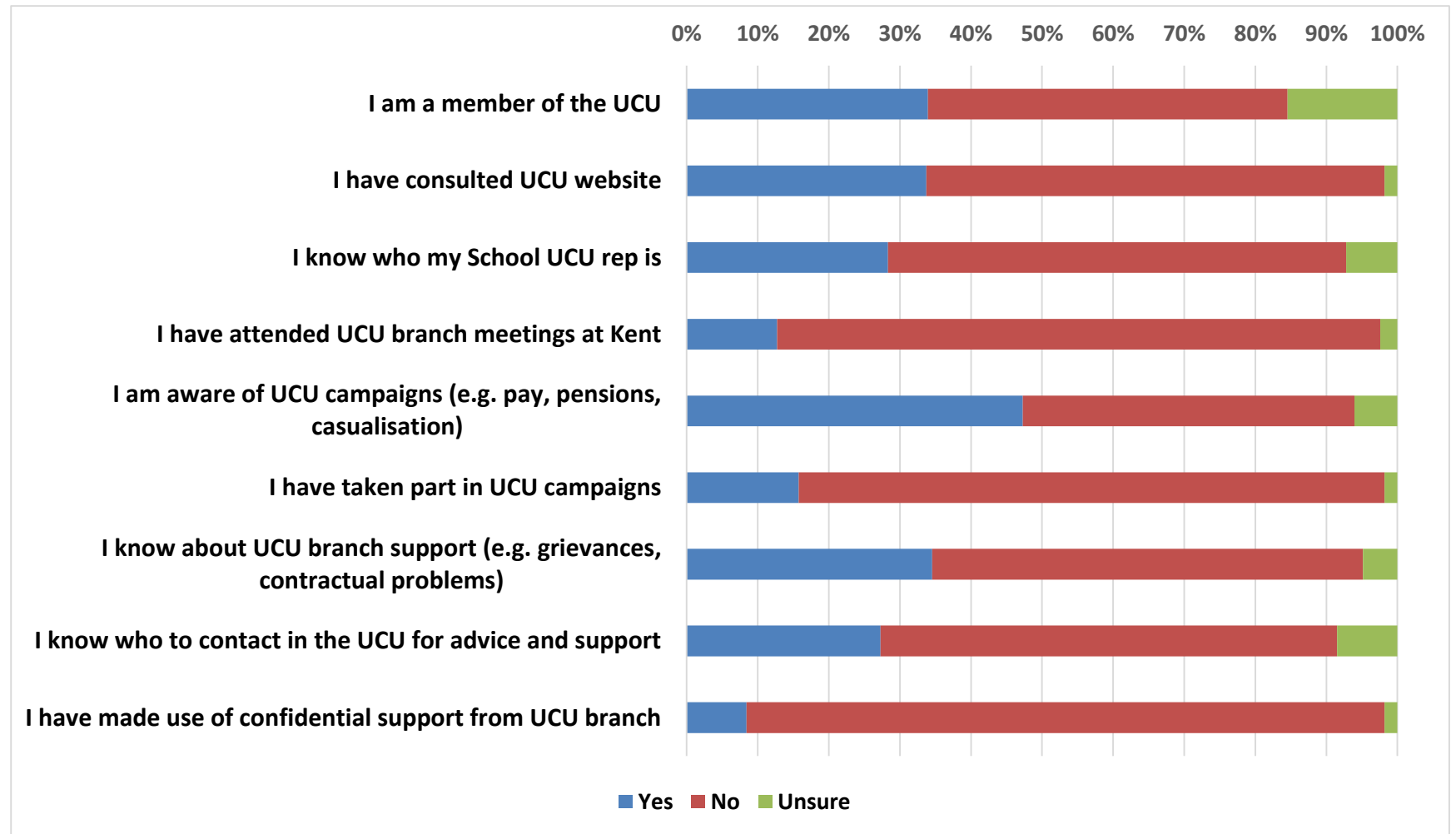
Training/career development: key issues

- 40% would like an individual teaching mentor
- Only 18% already have PGCHE/ATAP, 10% currently enrolled
- *'All training and assistance is only offered if you request it and have a good convenor... There is a sense of just being thrown in and asked to sink or swim.'*
- *'Many PTTs are excellent, committed and dedicated. But those studying for a degree are apprentices. This should be recognised in the support given by module convenors.'*

So how do they feel?

- **83% enjoy their work as PTT**
- 74% want more secure employment and less than a quarter feel their income is enough
- **But** only 40% would rather be working full-time
- 64% hoping to enter an established academic career

Engagement with UCU



How the UCU can help: suggestions from PTTs

- Communication and raising visibility
- Online meetings and Medway events – and/or travelling expenses
- Dedicated branch committee on casualisation
- Campaigning :
 - For **fractional contracts** that recognise the full range of work
 - Against **zero-hours contracts**
 - For **consistency** across the University
 - For **transparency**, e.g. assessment volume/piece rate

Impact of PTTs on staff-student ratio

2015-16	Humanities	Sciences	Social Sciences
SSR: Academic staff only	22.9	23.3	22.3
SSR: Academic staff + PTE	11.9	12.4	14.6

'Part-time staff are in the frontline of so many of the inequities of working in the university sector. If the UCU wants to improve the lot of all its members, it should give fresh priority to part-time workers.'