

## A COLLECTIVE AGREEMENT REGARDING THE STATUS OF TEACHING STAFF

1. Teaching at the University of Bath is primarily delivered by those defined in the University Statutes as 'academic staff'<sup>1</sup>, who have responsibility for both teaching and research, and staff known as Teaching Fellows who have no responsibility for research. Given the importance of teaching to the success of the University, and to recognise the importance of this to the student experience, the following changes will be made as part of a collective agreement between the University of Bath and the University and College Union under the auspices of the [Trade Union Recognition and Facilities Agreement](#).
2. Academic staff status will be extended to employees who are Teaching Fellows at Grades 7 and 8, and Senior Teaching Fellows at Grade 9. Along with this change would be a change in job title so that they align with the wording of Statute as follows.

Current	Proposed
Teaching Fellow (grade 7)	Lecturer
Teaching Fellow (grade 8)	Lecturer
Senior Teaching Fellows (grade 9)	Senior Lecturer

3. With this change, becoming a member of academic staff enhances the terms and conditions of service regarding redundancy, discipline, dismissal and grievances (Statute 25, Part II-VI) in addition to giving equal status to those on teaching contracts at the above grades.
4. A collective change to employment contracts will be made as follows to align with standard academic terms:
  - a. **Hours of Work:** you will work such hours (as a minimum, 36.5 hours per week: pro-rata for part-time staff) as are necessary for the proper and efficient performance of your duties. You will not be entitled to additional pay for overtime.
  - b. **Notice Period:** the written notice required by either party to terminate your employment is three months<sup>2</sup> expiring on the last day of a semester or at a date thereafter when all assessment and marking for the semester has been completed; or three months expiring on 31 August. Notice should be in writing and addressed to the Director of Human Resources.
5. Affected staff will remain full members of the Education & Research job family, however their academic employment function (in reporting to HESA) will be 'teaching only'. As such their job description will be the standard for the relevant academic role, but with no requirements for research activity.
6. For those staff whose contractual job title is Director of Teaching (or in one case Director of Undergraduate Teaching), they will convert to Senior Lecturer as described above. From 1 November 2019 the role of [Director of Teaching](#) in those Departments will, as with other

<sup>1</sup> [Statute 1.1](#) defines 'academic staff' as Professors, Readers, Senior Lecturers, Lecturers or Assistant Lecturers

<sup>2</sup> For fixed term appointments, this might be shorter, dependant on the role. The minimum will be one month.

Departments, become a fixed-term role, resourced from that date through normal Departmental procedure for such rotating appointments.

7. The terms within this agreement will be implemented by 31 December 2019

Professor Bernie Morley  
Deputy Vice-Chancellor and Provost

Dr David Moon  
President, University of Bath UCU

## **QUESTIONS & ANSWERS**

### **1. Why are you making this change?**

Language can be very powerful, and by classifying differently those who choose to teach, and whose talent is to teach can undermine their valuable contribution to the University. We would like employees who teach at the University to be treated consistently. Changing titles, and bringing together terms and conditions of service is an important step towards achieving this.

### **2. Does this mean that I will be able to undertake and lead research work?**

If you are on a teaching-only contract, you will not be required to undertake research. If you wish to pursue research as part of your career, you would need to apply to transition to a teaching and research role. The [Career Progression](#) pages on the intranet provide more information.

### **3. I am not a member of UCU, does this still affect me?**

This is a change to all employees who are Teaching Fellows or Senior Teaching Fellows. It has been negotiated with UCU under our collective agreement and as such applies to all such employees whether you are a member of UCU or not.

### **4. Will this affect my pay or career progression opportunities?**

Your pay remains unchanged. While the career routes for Teaching Fellows when they become Lecturers on a teaching-only contract will not change, our expectation is that this route to Chair will become more widely recognised.

### **5. I am a Grade 6 Teaching Fellow, does this apply to me?**

The valuable work undertaken by Grade 6 Teaching Fellows is limited to two Departments. It is very different to the teaching units carried out by those at Grades 7-9 and this agreement only applies to these higher grades.

### **6. I am a Variable Hours Teaching Fellow. How does this affect me?**

For many people on VHTF arrangements this is a very satisfactory arrangement, providing flexibility of employment. However, the University has an agreement with UCU that, if your work has exceeded 0.2FTE (average 1 day per week) over the last two years, and looks to be continuing, you could be converted to an employment contract (which carries more rights and obligations). If this occurs, you would move to the status of Lecturer / Senior Lecturer as described in this agreement. If you think that this affects you, please contact HR.

**7. If my Variable Hours Teaching Fellow arrangements are not more than 0.2FTE, can I still obtain an employment contract and benefit from this agreement?**

We are in discussions with UCU about piloting a lower fraction contract which might enable a wider range of staff to enjoy the benefits of this agreement. When these agreements have been reached, we will publish changes.

**8. I occasionally do casual (hourly-paid work) for the University on a Teaching Fellow agreement. How does this affect me?**

This agreement only applies to employees. If you are on an hourly-paid agreement it will not affect you. However, if you start to undertake significant, enduring pieces of casual work, this could change (See Responses to Q6 and Q7).

**9. I am on an academic (teaching and research) contract. How does this affect me?**

This agreement will give equal contractual status to those on teaching only contracts and those on teaching & research contracts by making changes to those on teaching-only contracts. Directly it will not affect you. However, it is important that your contract reflects the type of work you are undertaking, and if your preference is away from research and towards a more teaching-based career, this would allow you to make that transition at the same status. Any such change would only be with your agreement.

**10. What are other Universities doing?**

We are seeing a trend in some Universities to recognise the value of teaching as we are proposing. In January this year, the University of Bristol decided to change what it calls 'Pathway 3' title to Lecturer and Senior Lecturer. The 'Exeter Academic' programme uses the titles Lecturer and Senior Lecturer in the Education and Scholarship job family.