

Oxford UCU Branch Motion

Passed at Branch Extraordinary General Meeting on 22nd October 2024

No Downgrading of Department for Continuing Education Tutors

Oxford UCU notes that

1. The Department for Continuing Education is currently going through a major round of restructuring to bring hundreds of hourly paid staff who are currently treated as casual 'workers' into in-house roles, as fractionally employed 'employees'.
2. The first stage of this process, which involved recruiting 23 Departmental Lecturers from the existing workforce of tutors is now complete. The next stage, which involves moving large numbers of tutors onto new Departmental Tutor contracts, seems to be moving towards implementation in December 2024 or January 2025.
3. Tutors at the Department of Continuing Education currently earn an hourly rate that is equivalent to grade 7.8 on the University pay scale. However, tutors have been told that those that take up the new 'OT' contracts will be contracted at grade 6.
4. The national ['Framework Agreement for the Modernisation of Pay Structures'](#) between UCEA and the Higher Education Trade Unions specified that academic salaries would be divided into five levels. The new University of Oxford OT job descriptions correspond with Level 2 of the nationally-agreed framework, which in turn corresponds to grade 7 of the University's pay scale.

Oxford UCU believes that

1. Equal pay for equal work should apply across the collegiate University.
2. Departmental Tutor roles should be grade 7, in line with the national framework agreement.
3. By departing from the national Framework Agreement, the University risks further undermining the sector-wide academic pay scale within Oxford.

Oxford UCU resolves to

1. Campaign to ensure that Departmental Tutor roles at the Department for Continuing Education are correctly graded at grade 7, including considering a path towards industrial action.