

### UCU concerns and submissions to AL review meeting

1. The requirement for all current ALs to wait a further 18 months before they are considered for transfer to an established contract. Our position is that in the case of those ALs who have been employed for a number of years on an excessive number of AL hours (for the sake of argument, 200+), they should immediately be given the opportunity for transfer to an appropriate grade and an appropriate fraction.
2. There are a number of 'get out' clauses in the policy which risk meaning that the default position in some subject areas may mean that the University will continue to employ ALs more extensively than is in the spirit of the agreement.
3. There remains a question mark over the possible exclusion of one set of employees – those in Oxford Brookes International. We need the review to confirm that the process of assimilation will apply to all ALs and that this is not contingent on pay grade, teaching methodology or funding when time line of service and hours has been met
4. The workload planning statements in the policy should be reviewed in relation to staff and student experience: e.g. *"...the comprehensive rate breaks down as follows:... Marking...(based on marking single module (3000 words) of approximately 25 students: 0.333 hours."* (The wording *"marking single module (3000 words)"* appears to erroneously conflate and equate marking a module with marking only one assignment, when typically there will be more assessments). The AL policy also states other insufficient hours: *"Pastoral guidance: 0.125 hours."* Again, *"ALs will be paid for their participation in induction and induction-related training (up to a maximum of two hours) at the basic hourly rate."* Two hours will barely cover university induction, let alone specific induction and induction-related training. ALs are also required to read a *"local electronic handbook for new ALs."*
5. There appear to be inconsistencies between hourly allowances for assessment between what is given to ALs (i.e. they are lower) than to other academic staff – that is, the tariffs for this activity are in practice very different.
6. ALs are officially asked to perform specified work - but their actual work is added to – way beyond contract. This chasm between policy and reality needs to be addressed with far more clarity as to role of ALs and payments that will be made should additional duties be imposed.
7. That the following should apply to those employed as ALs who either choose to remain as ALs, are within the 2 year threshold, or fall below the required hours to assimilate
  - Four months before expiry of the contract; all the alternative options should be considered e.g. renewal, redeployment
  - Where there is an intention not to renew the contract of an AL with two consecutive contracts of employment that this is treated in all cases as a redundancy, where consultation should take place with the recognised union(s) in accordance with statutory requirements and university policy

That for the purpose of calculating continuous service, any gap in contracts of four months or less will be considered as continuous service **the part of our submission which talks about the right of**



**ALs to proper consultation where there continued work is under threat in now particularly important following the unfair practices that have been exposed in recent case work**

8. There ought to be an agreement to monitor the AL terms and conditions: in particular, what percentage of hours in OBI are AL (with the presumption that this percentage should decline over time), and pay comparisons should be monitored regularly between ALs and established staff.