



The
University
Of
Sheffield.

Human
Resources.

Jon Benson
Sheffield UCU Branch Secretary

Director of HR and Communications
Ms Tracy Wray, FCIPD

By email

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Dear Jon

RE: Casual Teaching Work

The University recognises the vital contribution made by all those who deliver teaching activity to our students.

From September 2018 the President & Vice-Chancellor has agreed, based on a recommendation from UEB, that all planned, scheduled teaching will be delivered by staff engaged on employment contracts.

HR colleagues will be working with departments to implement this approach over the summer and supporting them on an ongoing basis to deliver against this stated position.

The University acknowledges that there will be some exceptions to this principle, for example where the University wishes to engage professionals/industry experts who are employed elsewhere to support our teaching provision, or for one off lectures, or very short assignments. However, the default position would be to engage those who deliver teaching at the University on an employment contract.

The University will provide an uplift to staffing budgets for affected departments linked to past casual teaching spend and need.

GTAs are already engaged on employment contracts as agreed with trade unions and are in roles designed to supplement their primary purpose of being at the University as a student. As such GTAs are out of scope, as are other, non-teaching casual assignments.

We look forward to working with departments and trade union colleagues to implement this approach across the University.

Yours sincerely

Ian Wright
Deputy Director of Human Resources

Cc Chair & Vice-Chair JUCC Staffside

