

End Insecure Contracts!

More than half the teaching in Higher Education is now done by academics on short-term, precarious or 'atypical' contracts. 70% of research-only staff are on fixed-term contracts (FTCs)—higher at the OU where some have been on such contracts for 12+ years.

Many work year after year without any job security, constantly applying for work and fearful of being replaced at any time.

This can make it impossible to

- start a family
- get a mortgage
- plan a career
- raise objections to inequality or bullying.

Despite the new Associate Lecturer contract many staff at the OU still face unacceptable precarious conditions.

Open University Branch of UCU

Like and Follow OU UCU on Facebook ([openuniversityucu](https://www.facebook.com/openuniversityucu)) and Twitter [@oubucu](https://twitter.com/oubucu) and [#ucustrike](https://twitter.com/ucustrike)

Email: ucu@open.ac.uk

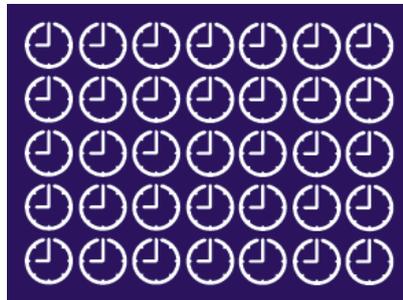
JOIN UCU: www.ucu.org.uk/join



STOP PRECARIOUS WORK! OU SHOULD LEAD THE WAY!

This needs an HE-wide approach like the one applied to the new OU AL Contract, or things won't improve.

- All universities need an **institution-level action plan** for security of employment
- It's time to **end to zero-hours contracts**
- We need to **transfer hourly-paid staff** onto fractional employment contracts
- There must be **security for research staff** through use of open-ended contracts and other measures
- We have to **end exploitative outsourcing** by bringing services back in-house
- And it's time to look at a national framework agreement for a **35-hour week** contract for all full-time employees.



Open University Branch of UCU

Like and Follow OU UCU on Facebook ([openuniversityucu](https://www.facebook.com/openuniversityucu)) and Twitter [@oubucu](https://twitter.com/oubucu) and [#ucustrike](https://twitter.com/ucustrike)

Email: ucu@open.ac.uk

JOIN UCU: www.ucu.org.uk/join