

UQ Casuals deserve fair pay and equitable conditions

Increasing casualisation in the higher education sector has reached epidemic proportions over the last 10 years.

Entrenched exploitation of insecure workers is now the norm, with about 40% of the university workforce (on a full-time equivalent basis) composed of casuals. In addition, many workers employed on fixed-term contracts are similarly insecure, kept on a treadmill of short contracts, often of a year or less.

Casual staff are routinely expected to complete tasks that are not covered in their contract, or that take more time to complete than is allotted. We do not have equitable access to paid sick leave, or parental leave, and receive a lower rate of superannuation than continuing or fixed-term employees.

We also have reduced access to facilities, resources, and opportunities for funding, training, networking, and career progression. Insecure





workers must contend with ongoing uncertainty and stress around continuing job prospects, getting a mortgage, or planning a family.

UQ casual staff include academic tutors, demonstrators, lecturers and course coordinators, student workers, library staff, professional and admin staff, security, and maintenance workers.

Casualisation and insecure work affects workers across every branch of employment at the university, and many have worked in insecure roles for many years, without meaningful prospects for advancement.

How is our union advocating for casual and insecure workers?

The NTEU UQ Casuals' Caucus is fighting for a university where casual staff are treated equitably and paid for all hours worked. In the current enterprise bargaining round, we have laid out 8 key claims, designed to give casual workers more opportunities for stability, equity and advancement.

We need everyone to get behind our campaign for these reforms!





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Together we can create a fairer workplace

Whether you are a casual worker or an ally, you can support the campaign for improved rights and conditions for casual and insecure staff at UQ. NTEU members can join the Campaign Committee and casual members can join the Casuals' Caucus as well.

All casual workers, including non-members, are invited to get involved in our **Timelogging for Wage Justice** effort, where we record all the hours worked. This data, which can be presented anonymously, supports our case that casuals are routinely underpaid for the work they do.

Contact

To join the NTEU, and the Campaign Committee, email
Branch Organiser Kate Warner
kwarn@nteu.org.au

To join the Casuals' Caucus, or to contribute to the Timelogging data drive, email the **Casuals' Representative Victoria Bladen**
v.bladen@uq.edu.au



Casual Bargaining Demands



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1. A requirement that all casuals be paid by the hour at the applicable rate for every hour worked, except where covered by the “rolled up” pay rates for tutoring and lecturing.
2. Paid sick leave.
3. 17% employer superannuation contribution for all casual employees.
4. Equitable access to long service leave and parental leave.
5. A right to conversion for casual academic staff and improved conversion rights for professional staff.
6. An increased loading on the academic casual staff hourly rate to include a research/discipline currency and administration component.
7. Incremental progression for casual staff.
8. Equal access to university facilities, staff events and meetings, and funding opportunities, including between periods of casual engagements.

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NTEU Today**
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