

UCU Caseworkshop 2007

1. A member has been off work for several months with severe depression. Though she's still feeling a bit wobbly, she would like to return to work, but is worried about the impact a fulltime teaching load will have on her. How can you help?
2. Ade, 47, pension scheme member, is suffering from long-term (but not fatal) illness. He wants to go – how could you try to get him an acceptable financial deal?
3. Lenworth – 6 years' service on a variable hours contract at 13 hours per week – loses 4 hours. They're given to another part-timer in his Centre. Curriculum Manager says she will do all he can to make up the hours but can't guarantee this. What can you do to help him?
4. Jane, a 0.5 Lecturer with a disability, was given ALS duties as part of a Reasonable Adjustment, supporting a class taught by another tutor. The tutor was re-assigned to cover other duties, following a disciplinary, and Jane has found herself in sole charge of the class. Whenever she raises it she is told, "We're so short staffed ..."
She feels she had no choice but to get on with it, despite the detriment to her health. What next?
5. Vereen, who is a longstanding hourly-paid tutor on a variable-hours contract, is being bullied by her line manger but is afraid to raise the issue in case her contract isn't renewed. How would you approach the case?

6. Angus, a fulltime salaried lecturer in Computer Graphics and CAD, is finding work too much at the moment – course tutoring, admin, workload in general. He's also just become a father, which is adding to the strain. He's thought about going down to 0.6 for a while to reduce the strain but his CM refuses to support this on the grounds that it will be difficult to replace his teaching. What next?

7. In 2006-7 Centre management advertised and interviewed for 2 hours remission for a lecturer to manage the initial assessment for and co-ordinate the teams for Pre-GCSE and GCSE English classes. Hilary was appointed. She managed the initial assessment procedures efficiently but was did a frankly inadequate job of coordinating the staff teams.
For the 2007 – 8 year her CM has said that her 2 hours remission will be reduced to one hour to manage assessment and that another lecturer will take over the staff team co-ordination. How to proceed?

8. Hourly-paid Maria, who is from Colombia, applies for a ring-fenced salaried lecturer post in Optics but doesn't get it. She suspects discrimination on the grounds of race as she has 7 years of relevant professional experience in Colombia as well as a B Sc in Ophthalmics (Bogota University) and a UK PGCE. The job actually goes to Barry, a middle-aged white male HPL who regularly socialises with departmental managers in the pub after work. What would you do?

9. Rashid, an art tutor, has fallen in love with a Spanish woman who lives in Seville. He has decided to leave London, sublet his flat and live with her in Spain. He needs a sabbatical year so he's got a job to come back to if it all implodes. How would you approach this?