

In the interests of academic freedom I am making this YesYes flysheet available. However, I would much prefer that you signed the NoNo flysheet available at <http://tinyurl.com/ybz3lev>. For a rebuttal see <http://www.cl.cam.ac.uk/~rja14/ccf/statute-u.html>.

Stephen Cowley

Statute U Ballot – Flysheet

The proposed reforms to the University's grievance, discipline and dismissal procedures are the result of two years of careful and reasonable effort. These are balanced and appropriate measures which we support.

There is very clear evidence that current procedures for grievance and redundancy are now dysfunctional. The structure as it stands causes cases to become adversarial and protracted, not least because access to mediation is limited. The proposed reforms make reasonable steps to improve process whilst maintaining very substantial protection for the individual concerned.

These proposals must be seen in a wider context: the employment structure in this University is outdated. We have a two-class structure, in which 'officers' enjoy preferential treatment over the rest (assistant staff and unestablished staff). The 'rest' comprise about a half of the University's staff and play parts of equal value to those of the officers. Perhaps a few decades from now we will look back at our current structure and see it as outdated and unfair as the disenfranchisement of women in this university in the early part of the 20th century. This is particularly apparent to those of us in laboratory-based disciplines, where we are all very conscious that our current success is dependent on the exceptional talent and commitment of staff across the whole spectrum. The move to a single pay structure that we made a few years ago represents an important step forward, but it necessarily throws into the limelight the arbitrary division between 'officer' and 'assistant'. We must now have the ambition to provide broadly similar terms of employment for all staff and these proposals represent an essential step towards this. It remains however appropriate that there continues to be extra provisions for officers who pursue individual academic enquiry, currently those in Schedule J.

We therefore urge you to vote placet to Grace 1.