



Building pathways to permanence for fixed-term staff

Date and type of General Meeting: Annual General Meeting, 18th June 2025

Status: Passed

Motion text:

This branch notes:

1. Virtually all teaching and/or research staff at LSE not on NAC or ECT tracks are employed on fixed-term or “open-ended subject to funding” contracts. This makes up approximately 59% of the academic workforce at LSE.
2. Many PSS are also on fixed-term or open-ended subject to funding contracts.
3. The branch has won improved terms for some casualised staff, including a commitment that LSE Fellows should normally be employed for at least two years.
4. LSE Fellows and some other fixed-term staff are not treated as redundant when their contracts ends because the School claims they are “career development” posts, which would appear to be a “some other substantial reason” dismissal despite the lack of clear principles on what constitutes career development and when it is completed. Accordingly, these staff do not receive redundancy pay and are not offered redeployment.
5. LSE does not convert open-ended subject to funding or so-called fixed-term career development contracts to permanent contracts.
6. Some peer institutions, like UCL, offer redeployment to all staff at the end of a fixed-term contract, regardless of whether the end of the contract is considered a redundancy.
7. [*The Crisis of Academic Casualisation at LSE*](#) shows LSE is sector-worst on casualisation.
8. The 2020 [*Second class academic citizens*](#) report documents casualisation’s harm to mental health and hindrance on academic freedom.
9. [*Updates*](#) in February 2025 to the 2019 report [*Precarious work in higher education*](#) show the situation for casualised staff has hardly changed over the past decade.

This branch believes:

- a. Job security is a fundamental component of academic freedom.
- b. Fixed-term contracts should be used only in limited circumstances, e.g. parental leave cover.
- c. “Open-ended subject to funding” contracts are fixed-term contracts in all but name.
- d. Casualisation is detrimental to mental health. Tackling it is thus a health & safety priority.

- e. There is no inherent need for anyone's security or success to depend on others' precarity.
- f. The value of retaining existing staff and costs of lost internal knowledge should not be underestimated. Casualisation negatively affects everybody, e.g. by increasing workload.
- g. Casualisation intersects with other forms of social exclusion and exacerbates inequality and discrimination, especially on the basis of race, sex, maternity, disability, gender identity, and sexual orientation, as well as social class and migration status.

This branch resolves to:

- i. Fight for redeployment opportunities at the end of all fixed-term contracts, regardless of the initial length of service and whether it constitutes a redundancy, e.g. similar to UCL.
- ii. Pursue a comprehensive local agreement on drastically reducing casualisation at LSE.
- iii. Mandate the Committee to explore avenues for strengthening employment protections and press for pathways to permanence across all staff categories.
- iv. Mandate the Committee to address casualisation as a health & safety issue and, where the Committee deems appropriate, to collect and share data, information, and advice on casualisation and its adverse effects.
- v. Call for all contracts to become permanent after 4 years except in limited circumstances.
- vi. Work with other branches to share strategies on fighting precarity in employment.

Proposing group: Submitted by Committee

Amended: No

Total votes:

- For: 53
- Against: 0
- Abstained: 0