

Professor Emma Hunt
Vice Chancellor
Falmouth University

15th November 2022

Dear Professor Emma Hunt,

Re. Impact of Falmouth Staffing Ltd.

I am writing on behalf of the Executive Committee of the British Association of Film, Television and Screen Studies (BAFTSS), which is a national subject association that represents HEI staff and students in the UK.

The BAFTSS Executive Committee is extremely concerned by the plans of Falmouth University to employ new academic staff through a subsidiary group, Falmouth Staffing Ltd (FSL). The implementation of this subsidiary company threatens the national agreements regarding the terms and conditions of employment that university unions have built with the Universities and Colleges Employers Association as university employer association. The agreements under threat by the use of FSL include access by academic staff to the Teacher's Pension Scheme (TPS). This move substitutes the TPS 23.6% employer contributions with a private pension that begins at 6%. New academic staff would also lose continuity of service as they move to, or away from, Falmouth University as their options would be limited to this new scheme.

The plan by Falmouth University to employ new staff through Falmouth Staffing Ltd creates a two-tiered workforce. The fragmentation of the working conditions of academic staff has the potential to undermine academic staff and the reputation of Falmouth University.

We urge you to reconsider your decision to utilise Falmouth Staffing Ltd, because of its potentially negative impact on research, teaching, staff and students at Falmouth University and in UK Higher Education Institutes more broadly. We ask that you work to uphold the national working agreements shaped by the Universities and Colleges Employers Association, which are integral to the protection of academic integrity and support UK Higher Education Institutes in the research and teaching that is vital to student experiences.

Yours Sincerely



Dr Elizabeth I Watkins
Chair of BAFTSS

On behalf of the Executive Committee of the British Association of Film, Television and Screen Studies.