

Imperial College Union
Employment of Students on a Casual Basis
A Note by the Deputy President (Finance and Services)
Seconded by Ashley Brown, CGCU Post-Graduate Ordinary Member

This Union Notes

1. That non-EU students studying under a student visa are legally prohibited from working for more than 20 hours per week.
2. That some students have been working for more than 20 hours per week.
3. That it has been operational practice that students are not permitted to undertake paid employment for more than 20 hours.

This Union Believes

1. That the Union owes a duty of care to prevent its members working excessive hours to the detriment of their studies.
2. That in order to maintain a fair working environment, some students should not be afforded more opportunity for paid employment than others merely on the basis of nationality.
3. That the engagement of students in the democratic processes and day-to-day running of the Union is essential and core to the very nature of the organization.
4. That students should not be disenfranchised from the democratic processes of the Union merely because they avail themselves of the opportunities provided for safe and convenient employment within the Union.
5. That preventing students employed on a casual basis from attending open meetings of the Union is neither fair nor democratic.

This Union Resolves

1. That no member of Casual Staff shall be permitted to work for more than 20 hours per week in total across all departments during term time regardless of nationality or visa status.
2. That students observing or participating in the democratic processes of the Union shall not be discriminated against with regards to employment as Casual Staff.
3. That upon the creation of a Trustee Board, student trustees (except for the President who shall be permitted to receive remuneration only for the position of President) shall be prohibited from undertaking paid employment within the Union.

JM – 27/04/07