

Universities and Colleges Union University of Bradford Local Association

General Meeting
5th March 2025

Agenda

1. Welcome and apologies

2. Transformational Change

3. Phase One

1. Feedback

2. Individual consultation

4. AoB

Transformational Change

- Film & Television, and Chemistry subject areas to close
- Phase 1 of academic change, reviewing leadership, opens 3rd March
- Phase 2 will review academic staff in new Schools & (academic related) professional staff
- ~300 FTE reduction in staffing
- Compulsory redundancy not ruled out and *more likely than in previous restructures*

Phase One

- (Nearly) All G11+ staff on academic contracts + HoS/AD/DRC
- Major change – HoS/AD permanent G11 role & 29+4 Professors for 'business needs'
- Two week opportunity to apply for VR
- Will have to decide on VR before final structure confirmed
- Proposal not to give pay protection

Phase Two

- Phase 2 to start mid-May
- All academic staff below G11 ... will be run by HoS without experience
- G10 Subject Lead role very unclear
- Professional services organisational change also coming:
 - Technicians and laboratories
 - Professional administrative support
 - Learning, Teaching, Student Experience and Registry
 - Research and Innovation Services
- Little information has been provided ... but choices/decision made now will be locked in!

Overall

- Everyone is at risk
- Scale of job cuts ~20% of workforce
- Rolling back of conditions – locking in grades, block on promotion, downgrading of roles
- Serious changes to structures
- Need to stand together and fight!

Passed Motion

UCU UoB LA endorses the branch committee to:

- Lodge a failure to agree
 - Move to a consultative ballot
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- Passed FTA have formal consultation meetings, one per week
- Consultative e-ballot sent out – **make sure you vote!**
- Depending on result committee will propose to move to statutory ballot

Feedback

- No faculties? Roles of HoS?
- Proposals for what we would like to see as well as what oppose
- Please feedback to branch
- Will try to reach consensus on proposals at general meeting on 27th March

Escalation Process

If approved motion would mean

- Branch submits a notice of FTA
- Branch opens consultative ballot
- If consultative ballot is in favour, move to statutory ballot
 - 1 week to get approval of statutory ballot, 1 week for notice to employer
 - Run statutory ballot (minimum of four weeks)
- If result in favour and turnout over 50% then
 - 1 week to get approval of industrial action
 - 2 weeks notice of industrial action to employer

**Vital that membership details are correct –
check and update your details!**

Any other business

Meetings

- Open meeting – Tuesday 11th March
13:00, hybrid
- Branch general meeting – Wednesday
27th March 12:30, hybrid

Update details

- Log into MyUCU

Casework

- Prioritising cases