

University and College Union University of Bradford Local Association



Extraordinary General Meeting

16TH SEPTEMBER 2025

TCP Update

- Phase Two professional services – can confirm no CR
 - Phase One – employer does appear to be exploring alternatives to CR; new professor of practice role, dropping hours ... and re-opening VR
 - Phase Two Academic – 47 staff at risk, looking for 9 FTE reduction
 - Phase Three
 - First two workstreams launched September
 - More workstreams to be launched soon
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Response from Executive Board

- **NOT** willing to commit to no compulsory redundancies (in any phase)
 - Willing to re-open VR post-selection for Phase One & **Phase Two Academic**
 - Willing to explore guarantee (6 months) for no CR post-TCP
 - Only for Phase One and Phase Two at moment
 - Start date from ‘end of implementation’
 - Have shared more financial data, starting with 5-year plan
 - Willing to use VR and Voluntary Reduction in Hours as flexibly as possible
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Phase Two Academic

- With VR applications, vacancies, retirements etc newest staffing data takes the majority of areas out of scope
 - 47 staff at risk; 9 FTE reduction
 - Unclear how selection will work with grades and specialisms
 - Selection Principles, process & criteria all significantly flawed

 - ***We are all in it together!***
 - The nine FTE can easily be redistributed into other areas
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Phase Three

- Mid-August to November
 - Technical Services
 - Engagement, Development and Communications
 - October to January
 - EDI & CfID
 - December to January/February
 - Estates and Facilities
 - IT & Digital Services
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Industrial Strategy

- 10 days of action at start of semester 1
 - Monday 22nd to Friday 26th September
 - Monday 29th September to Friday 3rd October
 - Mandate for industrial action ends late November
 - Only get once chance to hit critical start of semester period
 - Need a strong show of strength next week, especially at start of week
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Fighting Fund

- Members can claim 8 days from the national fighting fund for strike action, after 2 qualifying days
 - Members can claim for 1 day from local hardship fund, after 1 qualifying day
 - For local hardship claims please send payslip and bank details to ucusupport@bradford.ac.uk
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Motion 1 – Passed Unanimously

The branch approves of supporting members taking industrial action from the local hardship fund. Payment will be as in line with national fighting fund rules and in sum of

- in the sum of £50 for the eleventh and subsequent days of industrial action taken by the member earning £30,000 gross or more per annum (this is subject to a cap of 5 days)
 - in the sum of £75 for the eleventh and subsequent days of industrial action taken by the member earning less than £30,000 gross or per annum (this is subject to a cap of 5 days)
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Issuing of New Contracts

- Now confirmed that Professor in Practice role will not involve issuing of new contract
 - New contracts will be issued for VRHS
 - Branch position is that this is not needed
 - Do check contract, and send to ucusupport@bradford.ac.uk if you wish
 - Members on a 12-month notice period should be informed of this when contract issued
 - employer will **NOT** roll over 12-month notice period
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AoB



Belonging to a union means you have to participate and join together to win the battles being fought...

Otherwise, it's like joining the army and expecting only the officers to engage in combat. You don't win many battles that way!

