

University and College Union University of Bradford Local Association



Extraordinary General Meeting

4TH SEPTEMBER 2025

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
 - Willing to explore guarantee (6 months) for no CR post-TCP
 - Start period still to be determined
 - 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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TCP Update

- Phase One – employer does appear to be exploring alternatives to CR; new professor of practice role, dropping hours ... and re-opening VR
 - Phase Two professional services
 - UCU position – accept all VR applications and commit to no compulsory redundancies for these workstreams
 - Employer close to confirming no CR for these workstreams
 - Phase Two Academic – major changes to proposals
 - Phase Three – first two workstreams launched and consultation open
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Phase Two Academic

- With VR applications, vacancies, retirements etc newest staffing data takes the majority of areas out of scope

Many subject areas have been removed from scope as either the subject area has achieved the required level of saving or the School (as was, when Academic Transformational Change began) has achieved that level of saving.

The project team are discussing selection principles and pooling with trade union representatives.

Phase Two Academic

- A few areas remain in scope with redundancies targeted in those areas
 - So fewer staff at risk, but risk to those individuals much higher
 - Appear to be some ‘pools’ of single individuals
 - UCU position to have wide scope/pooling so as to minimise the risk to individuals
 - ***We are all in it together!***
 - Selection Principles, process & criteria all significantly flawed
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Phase Three

- Mid-August to November
 - Technical Services
 - Engagement, Development and Communications
 - End-September to December
 - EDI & CfID
 - Legal and Governance
 - 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
 - Will need to re-ballot so as to ensure protection for members in Phase Two Academic & Phase Three/Four
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Motion 1

The UoB UCU branch endorses 10 days of action at start of semester 1

- Monday 22nd to Friday 26th September
- Monday 29th September to Friday 3rd October

And to seek a new mandate for industrial action via a statutory ballot so as to ensure protection for members in Phase Two Academic & Phase Three/Four

Motion passed

Fighting Fund

- Members can claim 8 days from the national fighting fund for strike action, after 2 qualifying days
 - Members would be able to claim 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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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 considering rolling over terms & conditions
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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!

