

University and College Union University of Bradford Local Association



Extraordinary General Meeting

15TH OCTOBER 2025

Agenda

- Welcome
 - Update on TCP
 - National Pay Award and deferral
 - University Strategy / Online Programme Management outsourcing
 - AoB
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TCP - Update

- Phase One – 4 at risk, 1 individual has been issued dismissal notice
 - Phase Two DEST/RIE/Central Admin – closed (no CR)
 - Phase Two Academic – 33 staff at risk, desired reduction of 5.1 FTE
 - Issues with implementation and leadership positions
 - Phase Three – Currently ongoing
 - EDC outcome meeting 21st Oct, Technicians outcome meeting 29th Oct
 - CfID launched 21st Oct
 - ITS and Estates & Facilities launched December
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Heads of terms

1. Post-Workstream Issuing of Compulsory Redundancies

The Employer agrees that any staff group which has been subject to formal consultation in relation to potential redundancies shall not be subject to any further formal consultation in relation to potential redundancies for a period of nine (9) months from the start of the initial consultation.

Heads of terms

3. Phase 2 Academic – Post-selection VR / VRHS

In line with arrangements established under the Phase 1 academic workstream, the Employer agrees that VR and VRHS will be available to colleagues who remain at risk of compulsory redundancy at the conclusion of the selection process (i.e., those displaced following the outcome).

The Employer remains open to discussions regarding the potential adoption of a similar approach in subsequent phases of the transformational change programme.

4. Phase 2 Academic – Notification of CR

The employer agrees that no CR notices will be issued within the Phase 2 academic workstream until 19 January 2026.

5. Additional Mitigations

For colleagues who remain 'at risk' within the Phase 2 academic workstream (i.e., those displaced after the selection process), the employer, in addition to standard procedures, will:

- Actively review staff workload in the new structures to identify if/where additional resource is required.
- When/if new vacancies arise, and once the 'business critical' assessment process has been completed,
 1. Seek to mitigate the risk of compulsory redundancy by reviewing the purpose, duties, and responsibilities of those roles, alongside the essential attributes required,
 2. Explore whether all or part of such roles could reasonably be undertaken by colleagues at risk of redundancy, subject to the following conditions:
 - i. Business needs must be able to be met;
 - ii. Any allocation must be a minimum of 0.2 FTE;
 - iii. Any redeployment must be confirmed before 19 January 2026.

In addition, colleagues who are required to reduce their hours will remain on the redeployment register for 12 months, or for as long as they remain employed in their role, whichever is longer. The Employer agrees to report on the implementation of point 5 through Formal Consultation Meetings.

Industrial Strategy

- Dispute remains live
 - Still holding dispute resolution meetings with employer
 - Have 10 days of strike action that we can schedule before 28th November if required
 - Need to protect members in Phase Three
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National pay award and deferral

- Employer has notified intention to defer national pay award for maximum period (11 months) and not backdate pay
 - Employer is also considering options around Real Living Wage
 - National ballot for industrial action on pay, national contracts and job security opens 20th October
 - Make sure you vote
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University strategy & online partnership

- Employer pushing ahead with online provision via a partnership agreement
- Partner organisation will make use of UoB material
- Unclear what members will be required to do
- If asked to do work do query, and make sure you do not give away IP

The work for this online provision could have been done within UoB saving jobs!

Motion 1

UCU UoB branch note that they oppose

1. the outsourcing of work to private providers
2. the UoB entering of partnership agreements with employers that do not have collective agreements with trade unions

UCU UoB branch call upon the employer to pause any developments on the Online Programme Manager partnership

- i. In the absence of a negotiated agreement with campus trade unions
- ii. The employer has taken all measures to ensure UoB staff at risk given opportunities to work developing any new online provision

Motion passed unopposed

Nomination for national position

- Branch endorsed Colins Imoh for nomination to the Black Members Standing Committee

AoB

- CfID launch – Tuesday 21st Oct 11:00
 - Open meeting – Wednesday 22nd Oct 13:00
 - Technicians outcome – Wednesday 29th Oct 14:00
 - University Assembly – Wednesday 5th Nov 14:00
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Issuing of New Contracts

- Professor in Practice role will NOT involve issuing of new contract
 - Staff on permanent DHoS / HoD contracts being moved to standard contract with 3+3 year appointment in role
 - New contracts will be issued for VRHS
 - Branch position is that new contracts are not needed
 - Do check contract, and send to ucusupport@bradford.ac.uk
 - 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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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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