

University and College Union
University of Bradford
Local Association



Extraordinary General
Meeting

4TH MARCH 2026

Agenda

- Welcome
 - Update on TCP
 - Pay deferral
 - Hybrid working/leave allowances
 - AoB
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TCP Update

- Phase One – 1 individual has been issued dismissal notice
 - Phase Two Academic – 4 individuals still at risk
 - Phase Three Technicians – 1 dismissal notice issued, 3 staff at risk
 - Phase Three ITS and E&F – outcome meetings 12th March
 - Phase Four – launch w/c 23rd March (Finance, Planning and Performance, Legal & Governance; People, Culture and Wellbeing)
 - Health and Safety – paused
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TCP Update

- Estates & Facilities and IT Services
 - Outcome 12th March – deadline for VR 19th March
 - Some significant outstanding issues with E&F

 - Formal individual consultations to be held with staff after outcome and before selection opens -> request UCU support
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TCP Context

- Overall net reduction 251 headcount, 247 FTE Aug 24 to Feb 25 (~15% decrease in staff already, before P3 and P4 complete)
 - Only 1 compulsory redundancy so far in a large part due to UCU!
 - ...Also CR very rare in HE, other institutions have had no CR
 - And the number of CRs over last VCs term in office higher than under Brian Cantor
 - Medium, long-term picture still concerning
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Pay deferral

- In line with decision of membership branch submitted a ***failure to agree*** over pay deferral
 - Had first meeting 2nd March, negotiators proposed a variety of options and alternatives to employer
 - Emphasised that different options of addressing situation – progression; leave; spine points
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Hybrid working policy & leave allowances

- Hybrid working policy
 - 3 days a week on site
 - Implementation from 1st May

 - Leave allowances differ with grade
 - Legacy from before unified pay spine
 - Has been a shift at other institutions
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AoB

- Workloads
 - Significant increase in workloads due to TCP
 - Employer undermining the little consultation we have on Academic Workload Model

 - Partnership Agreements
 - Online Partnership agreement
 - London Accommodation agreement
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AoB - Fighting Fund - Reminder

- 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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Online Partnership

- The LA called upon management to pause the process of striking a deal to outsource online provision to allow time for full consultation with staff groups.
- At the recent University Assembly that call was made again but rejected by the Executive.
- Following University Assembly, the Executive have agreed to schedule a meeting for discussion

At last management recognises that concerns remain.

Online Partnership

- Employer pushing ahead with online provision via a partnership agreement
- 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!

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 Two 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.

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.