

University and College Union  
University of Bradford  
Local Association



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Extraordinary General  
Meeting

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20<sup>TH</sup> MAY 2026

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# Agenda

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- Welcome
  - Teaching and Scholarship Contracts
    - Research time allocations
  - External Partnerships
  - Update on TCP
  - AoB
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# Research Time Allocation

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- Employer decided in 24/25 to cut research time allocation for staff
  - PVC(R/I)s drive to separate teaching and research
  - Allows employer to push more teaching onto staff, and then make jobs cuts
  
  - At no point has employer consulted with UCU on research time allocations or how they will be determined
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# Teaching and Scholarship Contracts

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- Employer has indicated that it wishes to pursue these creation of such contracts
  - Branch position has been that staff in such roles must not be disadvantaged. Concerns over:
    - Promotion
    - Job security
    - Career development/movement
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# Employers Statement

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The University's intention is to begin formal discussions with its recognised trade unions about the potential introduction of Teaching and Scholarship contracts at Bradford. We are at the outset of these discussions and, while we expect to make considerable progress over the coming months, detailed proposals and consultation timescales are still in development.

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Management is committed to approaching this work in line with several initial principles, including, meaningful engagement with the recognised trade unions before any final decisions are made; ensuring that contract types appropriately reflect the true nature of duties undertaken by colleagues; considering the Bradford Academic framework so that any Teaching and Scholarship roles have clear career and promotion pathways; and ensuring that any individual transition would be managed through appropriate consultation, with due regard to individual circumstances.

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# Minimum Branch Demands

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- 1) Full and meaningful consultation process for Bradford Academic
- 2) The employer will engage in meaningful consultation with UCU on the Academic Workload Model
- 3) The employer will provide UCU with guarantees over transfer of staff onto T&S contracts
- 4) The employer will provide UCU with guarantees over job security

**Once the branch receives a written heads of terms proposal we will put to members**

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# Research Time Allocation - RDR

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- RDR to be used as part of determination of research allocation
  - UCU position
    - Pause RDR for 26/27 until consultation with UCU has taken place
    - Give all staff a suitable research allocation for 26/27
  - Meeting with employer again on 27<sup>th</sup> May
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# Motion 1 – Solidarity with UCU University of Nottingham

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- Employer planning to cut ~700 jobs, over 2700 staff informed they are at risk, almost 1 in 4 will lose jobs
- Branch has launched a MAB. Management has said it will deduct 100% of pay for staff taking part.

## **Motion**

UoB UCU approves a £500 donation from branch funds to UCU UoN hardship fund.

***Motion passed unopposed***

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# Partnership Agreements

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- Oxford International Education Group (OIEG) used to recruit international students as well as delivery via UBIC
  - Higher Ed Partners to deliver new online programmes
  - OIEG to deliver existing programme content to students at their London campus
    - Direct outsourcing with serious implications for jobs
  - Do need members to pass on any information they have about partnerships
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# Motion 2 – External Partnerships

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- The UoB UCU LA believes:
  - That the use of external private providers to undertake core business is outsourcing and so jeopardises jobs here at UoB
  - That such outsourcing represents an attack on the terms and conditions of HE workers, both at UoB and within the sector as a whole
- The UoB UCU LA resolves to oppose the outsourcing of work to external private providers

***Motion passed unopposed***

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# TCP Update

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- Phase One – 1 individual has been issued dismissal notice
  - Phase Two Academic – 1 individual still at risk
  - Phase Three Technicians – 1 dismissal notice issued, 2 staff at risk
  - Phase Three ITS and E&F – 54 staff at risk
  - Phase Four FPP & LGS – Outcome, individual meetings
  - Phase Four PCW – Consultation closed – outcome June
  - Health and Safety – paused
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# TCP Phase Four

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- Outcomes announced and individual consultation meetings occurring
  - Take a UCU representative to any individual consultation meeting you attend
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# AoB

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- AGM Wednesday 1<sup>st</sup> July 13:30
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