

University and College Union
University of Bradford
Local Association



Extraordinary General
Meeting

29TH APRIL 2026

Agenda

- Welcome
 - Update on TCP
 - USIC Solidarity motion
 - Research Time Allocation
 - External Partnerships
 - Hybrid working
 - AoB
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TCP Update

- Phase One – 1 individual has been issued dismissal notice
 - Phase Two Academic – 1 individuals 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 (Finance, Planning and Performance, Legal & Governance; People, Culture and Wellbeing) – Consultation open
 - Health and Safety – paused
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TCP Phase Four

- FPP – 79 staff in scope
 - Issues over selection, unconfirmed JDs
 - LGS – 10 staff in scope
 - Concerns about reduction in staffing of governance
 - PCW – Reduction of Organisational Development and Wellbeing parts of Directorate
 - Advise members to arrange a meeting for feedback, bring UCU accompaniment
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MOTION – Solidarity with UCU USIC

USIC branch has taken 11 days of strike action, staff have not received a pay increase since 2023

Study Group CEO Ian Crichton earned £680,000 in 2023 and £609,000 in 2024 - more than any UK Vice Chancellor

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

Motion approved unopposed

Research Time Allocation

- 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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Research Time Allocation - RDR

- RDR to be used as part of determination of research allocation
 - Poor communication, deadline at one of busiest times, frequent changes to process
 - UCU position
 - Pause RDR for 26/27 until consultation with UCU has taken place
 - Give all staff a suitable research allocation for 26/27
 - Employer has agreed to delay timeline of implementation
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Partnership Agreements

- 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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Hybrid Working Policy

- Discussion over date of implementation
 - No significant changes to policy itself
 - Two 1-hour consultation meetings held
 - Trade Unions asked for a further meeting, which was refused
 - UCU yet to see final draft of policy
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AoB

- After meeting with interim VC employer agreed to review options around pay deferral
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