

University and College Union
University of Bradford
Local Association



Extraordinary General
Meeting

17TH JUNE 2026

Agenda

- Welcome
 - Organisational Change in School of Pharmacy, Optometry and Medical Sciences
 - Update on TCP
 - Research time allocations
 - AoB
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Organisational Change in SPOMS

- Unclear grounds, unnecessary on any basis
 - 10 people in scope, poorly defined and targeted
 - All staff already been through TCP selection
 - “Not part of TCP” – but using near identical selection criteria
 - Employer refusing to take serious measures of mitigate CR
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Motion - *Passed unopposed*

The UoB UCU LA believes:

- That the organisational change launched in the School of Pharmacy, Optometry and Medical Sciences is unjustified, uneconomic and unnecessary
- That the employer's actions, process and timescale have hindered UCU engagement will not allow meaningful consultation
- This organisational change is part of a strategy on the part of the employer to place small numbers of staff in scope in an attempt to isolate them.
- An attack on one is an attack on all - the branch will fight to protect all jobs.

The UoB UCU LA demands:

- The employer engaging in a full meaningful consultation process over 45 days
 - The employer committing to genuinely looking at alternatives
 - The employer taking the opportunity to alleviate heavy workloads, and the associated stress, both in SPOMS and the wider institution
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Actions

- Get the word out
 - Contact branch with details about overwork and information about how staff could be redeployed
 - Feedback responses – to employer and branch

 - Outcome meeting 4th August
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TCP Update

- Phase One – 1 individual has been issued dismissal notice
 - Phase Two Academic – 1 individual still at risk
 - Phase Three Technicians – 1 dismissal notice issued
 - Phase Three ITS and E&F – 1 and 2 staff at risk
 - Phase Four FPP & LGS – 25 and 5 staff at risk
 - Phase Four PCW – Consultation closed – outcome 25th June
 - Health and Safety – paused
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TCP Outcomes

- Outcomes announced and individual consultation meetings occurring
 - Take a UCU representative to any individual consultation meeting you attend
 - Lessons learned process starting shortly – feedback welcomed
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Research Time Allocation

- Employer has agreed to consult with UCU for research time allocations for 27/28
 - Feedback on RDR and allocation process to ucusupport@bradford.ac.uk
 - Employer still considering Teaching & Scholarship positions
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AoB

- AGM Thursday 2nd July 12:30
 - Nominations for officers & committee still open
 - Deadline for agenda and motions – 18th June 17:00
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