

University and College Union University of Bradford Local Association



Extraordinary General Meeting

8TH OCTOBER 2026

Agenda

- Welcome
 - Pay Deferral
 - MARS
 - Organisational Change
 - AoB
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Pay deferral – Employer's Position

- Employer has noted intention to defer the 2026 pay award until at least January 2027
 - Any pay award for G11+ staff also deferred until January
 - No intention to give backpay
 - Decision on Real Living Wage to be made December/January
 - University closure – 3 days additional leave – 21st – 23rd December
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Pay deferral

- Branch officers noted UCU's objection to the deferment of the 2025 pay award
 - Officers noted that they would expect the employer to engage in consultation over any deferral and alternatives
 - Suggested that proposals made last year could be starting point
 - UCU required employer to provide financial details
 - Employer expressed some willingness to discuss
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UCU Proposals – 2025 Pay Award

1. Equalise leave across grades (i.e. increase level to 30 days for G2-8, pro rata)
 2. Employer to commit to re-opening promotion and re-grading in Aug 2026 and every six months going forward – ***partly in progress***
 3. Employer to commit to consultation on a Career Progression Policy
 4. Employer to commit to consultation on review of salary spine points
 5. Employer to commit to consultation on maximum salary and pay transparency
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MARS

- Applies to staff with a professional service contract, who have passed probation
 - Flat 6-month payment
 - Issues over effects on workloads
 - Concerns over the 60% staffing figure
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Organisational Change

- Few members still at risk from TCP or DoMS
 - UCU still hold to principles established in Heads of Agreement from TCP
 - Skills audit of staff still required
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SHESC

- Special Higher Education Sector Conference (SHESC) to be held 14th October
 - Determining direction about possible national disputes against Secretary of State and/or over job security
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AoB

- General Meeting Wednesday 28th October 13:00
- Estates optimisation – laboratories and offices
- RDR Review – UCU preparing response

Electronic Balloting

- Must have non-work email address, please add info to MyUCU
 - Will follow up with members
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