University and College Union
University of Bradford
Local Association

Ordinary General Meeting

28TH OCTOBER 2026

Agenda

- Welcome
- General Update
- Pay Deferral
- Office Moves
- Rules Change
- AoB

General Update 1

- Still have members at risk of redundancy
- MARS decisions to be communicated from next week

- Health and safety
  - Lack of heating on campus
  - Log as a H&S issue via ServiceNow

General Update 2

- Branch is still dealing with RDR process

- Employer is reviewing significant number of People Policies
  - New probation policy
  - Branch has formed a policy working group

Pay deferral – Employer's Position

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

Pay deferral

- Branch officers noted UCU's objection to the deferment of the 2025 pay award
- Officers noted that they would expect the employer in 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

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

Motion 1 – Branch Position on Pay Deferral

The branch notes:

- the employer’s decision to defer the 2026 pay award until at least January 2027, with no backdating.
- that members will be harmed financially for the second year running.
- the deep dissatisfaction of members over the deferral of the 2025 pay award

Motion 1 – Branch Position on Pay Deferral

The branch believes:

- that the employer must provide full budgetary information to UCU
- that the employer must commit to consultation with UCU on alternatives measures of rewarding staff, which may include:
  - the equalisation of leave across grades.
  - development of a career progression strategy for staff on professional service contracts
  - a review of the spine points of grades
  - pay transparency and a maximum salary

The branch reserves the right to launch a dispute if not satisfied by the employer's actions

Office Moves in FHSC/IHSC

- In August the employer announced that some staff in F/IHSC would have to move office
- UCU has made repeated requests for meetings and information but the responses from the project have been exceptionally poor
- At no point have managers met with staff to discuss the matter
- Staff are deliberately being kept in the dark about where they will move to

Motion 2 – Office Moves for Staff

The branch notes:

- the employer's intention to compel staff within the Faculty/Institute of Health and Social Care to move office often without a reasonable justification.
- that UCU has been pressing for engagement and clear communication with staff for many months.
- despite efforts from the branch committee information relevant to affected staff is being withheld or 'drip-fed'.

Motion 2 – Office Moves for Staff

The branch believes:

- that there has been a deliberate refusal from some managers to engage with the union.
- that there has been a consistent lack of consideration of the wellbeing of staff.
- that the employer's most recent communication pushing staff to move before the suitability of offices has been determined (and possible reasonable adjustments made) is not acceptable.

Motion 2 – Office Moves for Staff

The branch resolves:

- to communicate directly with affected members and provide advice on their rights
- to support any submission of a collective grievance by staff

Rules Changes

At the last Annual General Meeting the role of President was filled by two Co-Presidents.

That this arrangement has been adopted in the past, although not strictly accommodated in the phraseology of local rules.

That there is no requirement for a Vice President under a Co-Presidential arrangement.

That the establishing of an Academic Related & Professional Services (ARPS) Officer role on committee (passed at the AGM in July 2024) had not been reflected in Local Rules.

That the role of Health & Safety Officer was not captured in existing Local Rules despite it being a position of long standing.

Proposed: That local rules be amended to accommodate the provision of Co-Presidents and rectify omissions in respect of ARPS Officer and H&S Officer roles.

Rules Changes 1a

Section 8 of Local Rules to be revised thus (changes in red):

8 Officers of the LA

8.1 Members will be elected to the following officer roles within the LA:

The President (or a Co-president)

The Vice-President (or a 2nd Co-president)

8.2 President (or Co-Presidents)

The President will:

Chair all general meetings and all committee meetings of the LA.

Perform such other duties as are laid upon the President by any rule or are decided by the committee. In the absence of the President these duties will be performed by the Vice President, failing which another officer as the committee decides. In accordance with normal practice, the President may, between meetings of the committee, take any action on behalf of the committee which is both urgent and necessary. Such chair's action must be reported for approval to the next committee meeting.

Where there are two Co-presidents, above roles of the President and Vice President shall be shared between the co-presidents by their mutual agreement and with each covering the others absence wherever practicable.

Where there are two Co-presidents, the role of Vice President shall be suspended.

Rules Changes 1b

Section 8.9 (H&S Role) be inserted into local rules:

8.9 Health & Safety Officer

The Health & Safety Officer will:

8.9.1 Have knowledge of and commitment to relevant issues and be willing to undertake training according to the needs of UCU.

8.9.2 Through attendance at H&S Committee and other related group meetings monitor the implementation of H&S policies within the institution, and, where appropriate, encourage and support local negotiations on H&S matters.

Rules Changes 1c

Section 8.10 be inserted into local rules:

8.10 Academic Related & Professional Services (ARPS) Officer

The duties of the ARPS officer will be to:

8.10.1 Have knowledge of and commitment to relevant issues and be willing to undertake training according to the needs of UCU, monitor the implementation of ARPS policies within the institution, and, where appropriate, encourage and support local negotiations on ARPS matters.

8.10.2 Where appropriate, provide liaison between the LA and UCU's ARPS structures.

National Matters

- Special Higher Education Sector Conference (SHESC) held 14th October
- Directions about possible future national dispute against Secretary of State determined

- National Day of Action – Friday 20th November

AoB

- RDR Review – UCU preparing response

Electronic Balloting

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