

WHAT IS THIS DISPUTE ALL ABOUT?



There are three areas of dispute, all related to each other:

1 REDEPLOYMENT PROCEDURES

Under current redeployment policy, staff can remain on the redeployment register until another job is found. However, changes proposed by management would mean staff redeployed following future organisational restructures could be made compulsorily redundant with only statutory compensation after only a short time on the redeployment register. This would greatly increase the power of managers to reduce staff numbers and close down entire disciplines.

2 COMPULSORY REDUNDANCIES

Management issued two statutory collective redundancy Section 188 notices, in April and July, which put at risk of compulsory redundancy 219 staff in IT Services and 37 staff who have been on the redeployment register for more than three months.

3 FAILURE TO ADHERE TO COLLECTIVE BARGAINING PROCEDURES

UCU has attempted to negotiate a resolution to these matters, but the university has been intransigent and, in our view, acted in breach of established collective bargaining machinery in relation to agreeing a revised policy on redeployment.

These acts are **unnecessary**, because the University is financially strong and generated a £45 million surplus last year. They are also **unprecedented** given the University's long-standing commitment, as a world class institution, to avoiding compulsory redundancies; in the past, it has always overcome financial difficulties through negotiation and cooperation with the campus trade unions and genuinely voluntary early retirement and voluntary severance (ERVS) agreements.

WHAT DOES UCU WANT?

- We want a negotiated settlement and are working to achieve that, but at the moment, management do not appear to want an agreement.
- We asked management to withdraw the two Section 188 notices to allow time to negotiate an agreement, but they refused.
- We cannot allow the university to ride roughshod over collective bargaining arrangements by implementing detrimental changes to its current redeployment policy without agreement.
- That is why UCU members have voted overwhelmingly at branch meetings and in an online survey in support of a ballot for strike action and action short of strike action (ASOS).

WHY YOU SHOULD VOTE YES TO ACTION

We are not against change and are prepared to work with university management to find an agreement. In particular, we have argued consistently for a **targeted ERVS scheme** linked to organisational restructures, which would achieve staff reductions by offering the 'carrot' of genuinely voluntary ERVS without the 'stick' of compulsory redundancy.

This is not simply an issue for current staff on the redeployment register and IT Services staff. A management prepared to push through changes on this scale may look towards other staff groups next. A management that thinks it is acceptable to use the threat of compulsory redundancy to achieve staff reductions is an issue for everyone at the university. Everyone at our university has an interest in ensuring that management treat people fairly and conduct normal industrial relations with staff unions.

EVERY VOTE COUNTS

Please use your vote. **Vote YES for strike action. Vote YES to action short of a strike (ASOS).**

It's not too late to JOIN UCU – visit www.ucu.org.uk/join or call 020 7756 2567

The Manchester experience?

Years of service

Job outsourced?

Went the extra mile

Made redundant?

The University says “our staff are the key factor in our success” but it has:

- threatened staff on the redeployment register with redundancy
- threatened IT staff with redundancy while outsourcing previously in-house work

More changes are on the horizon, including the plan to save up to £800k by dissolving the Faculty of Life Sciences – how much of that will be staff cost ‘savings’?

Stand up for the traditions of this great University:

- **Join your union** (UCU, UNISON, UNITE)
- **Vote YES to action to stop the threat of redundancies**
- **Tell your colleagues** what is happening
- **Join the protests, build the campaign – follow** @UM_UCU, @UNISONUoM
tweet @SocialResponUoM, @OfficialUoM, **using hashtag** #stopUoMjobcuts

Social Responsibility begins at home

