

Motion – Moving towards a new industrial action mandate!

This branch notes:

1. The current dispute for no CR in 2025 and 2026 remains live because the commitment given is only until 31 Oct 2026.
2. That we see a breach of the agreement reached in November when we suspended our informed strike action.

The University said in our agreement

“We make a commitment to meaningful and immediate engagement ie w/c 17th November with unions to discuss timeframes and proposals with sufficient time to review 2026 recruitment for suspended courses. By meaningful we mean the University to provide in as quick as time as possible, any data needed to allow for a counter proposal to suspension. This counter proposal will be seriously considered and responded to. The aim of the counter proposal is to show other areas of potential investment the University will adopt, with the sole aim of ensuring the reversal of potential suspension in time for 2026 or 2027 recruitment. “

On 4th December the University said (taken from the University’s own minutes)

“It was clarified that while alternative proposals from unions and staff were welcome at any time, they would not be incorporated into the initial consultation document. Instead, all proposals would be considered collectively during the formal consultation phase in the spring or early summer.

UCU gives acknowledgement that data has been received but the above statement makes it clear that nothing is going to be considered until the formal consultation. This does not fit with the highlighted sentence of our agreement, as it will be too late.

3. The university has been making plans for months (possibly longer) regarding workload, whether that be an enormous increase in SSR or to impact time for research. It has even paid for outside consultants to assist in the decision making. Until late November, i.e. just prior to going to Council, this was not even mooted with the unions. This does not fit with genuine dialogue.

This branch believes:

- The recent actions of the University do not give confidence in meaningful dialogue and some of the actions indicate the precise opposite.

This branch, therefore, resolves that a trade dispute should be registered with the University on the following points:

- UCU seeks an agreement from the University that there will be no compulsory redundancies from the current commitment of 31st October 2026 until 31 December 2027.
- For the University to suspend its plans for increasing workload and job cuts (either by increasing SSR or by reducing research time) and to enter into discussions with UCU on a more appropriate ratio that is broadly in line with other Russell Group universities.
- We seek to safeguard jobs and as such expect the University to provide a guarantee that programmes will be reinstated in the areas of Modern Languages, American and Canadian Studies and Music as well as all other courses with job implications.
- For a return to the agreement reached in November regarding suspended courses. In particular for the University to enter discussions with UCU with the sole aim of ensuring the reversal of potential suspension in time for 2026 or 2027 recruitment.