

QMUCU Branch motion on organising to protect jobs

Passed at Branch Meeting 25 February 2025

This branch notes:

- Last week's announcement that the new Professional Services Operating Model will deliver 20%-25% efficiency savings via further workforce reduction has added to the persistent state of anxiety experienced by staff.
- In addition, members of QM UCU and QM Unison are reporting: cuts in their areas, including through non-replacement of vacancies and equipment, targeted redundancies and voluntary severance offers; increasing experiences of adverse probation; failure to be paid on time; concern that SET is damaging positive achievements and future student recruitment; anxiety and stress about the future of jobs and disciplines; an externally run curriculum review; increased workload and unilateral changes to terms and conditions; confusing and vague communications from SET about university finances; lack of confidence in management.
- Union reps at the Joint Consultation Forum only receive verbal reports on major programmes of institutional change, including the PS reorganisation and Nous portfolio review, with no corresponding paperwork or business case.
- SET is currently reporting QM has a surplus with healthy cash reserves.
- Jobs with salaries of over £100K increased by over 10% since 2023.

This branch believes:

- The UK HE sector is facing financial difficulties in no way caused by the actions of staff or students;
- QMUL is experiencing restructure by 1000 cuts, and the lack of transparency from SET is leading to increased anxiety and an unsafe working environment;
- Meaningful consultation with staff and students needs clear communication at all stages, must be informed by existing staff expertise and experience, and should allow staff to halt and overturn proposals from external consultants;
- For meaningful negotiation staff need greater transparency over how SET gathers and uses financial and other data.
- To engage with Unison and consider next steps, including the possibility of a local ballot, if these demands are not met.

This branch resolves:

- To organise together across the workplace and jointly with all campus unions to push management on the following demands:
 - Immediate commitment to no compulsory redundancies
 - Transparency about QMUL's use of data to make decisions (incl. finance, risk management, capital expenditure, staff retention, external consultancies)
 - Job protection schemes where alternative options are explored with equity (i.e. job share, hours reduction)
 - More generous packages for those who voluntarily choose to leave
 - Cap in high salaries in recognition of the shifting sector finances to £100k a year
 - Meaningful negotiation, so that staff and students have a genuine voice in shaping the institution's future.
- To engage with Unison and consider next steps, including the possibility of a local ballot, if these demands are not met.