

UCU recognises that ULT have genuinely listened to members and that whilst neither side have achieved all their aims the outcome is the following agreement:

AGREEMENTS REACHED BETWEEN LEICESTER UCU AND THE UNIVERSITY OF LEICESTER DURING DISPUTE RESOLUTION NEGOTIATIONS – JUNE-SEPTEMBER 2018

The following agreements have been tabled and agreed:

1. A permanent and substantially funded¹ Redeployment and Retraining policy is introduced with a level of commitment to redeployment after retraining².
2. Commitment to working towards a Management of Change protocol based on maximum staff participation designed to pre-empt the need for Business Cases³.
 - a. Commitment to the principles outlined in the documents supplied by the Registrar on 6/9/18 (“MitigatingCR.docx” and “ChangeManagement.pdf”)
 - b. The policy and procedure for the Management of Change will be considered by HRTU as a matter of urgency with a view to agreeing with the staff Trade Unions the process for implementation.
3. An enhanced VSS package, as outlined in the email from the Vice-Chancellor on 13/08/2018, to continue to be made available to those faced with leaving the University: “up to a maximum of 40 weeks payment.”⁴
4. All staff included in Redundancy Ordinance Business Cases launched in 17/18 will be given the option of taking up one of the following: retain current job⁵, acceptable redeployment, retraining or opt for enhanced VSS (or ‘protected conversation’ package).
5. A guarantee of no new Business Cases, until, at least, the next planning round, or Easter 2019 (whichever is the later).
6. A commitment that the Business Case in the School of Education will not progress until ULT have had the opportunity to consider the counter proposal in the context of the University’s wider strategies for research and the REF. An external review of the research in Education will be undertaken to inform a decision on the Business Case.

¹ In 18/19 the sum agreed was a minimum of £250K. From 19/20 onwards it will be a minimum of £150k.

² The existing Redeployment Policy will be amended as a priority to incorporate the policy on retraining, and will be renamed the Redeployment and Retraining Policy.

³ “Business Cases” refers, in this instance, to the cases launched in 17/18 where posts were put at risk of compulsory redundancy or significant contractual change – for example:- a proposal to move roles from T/R to T. In relation to 2b it is suggested that this is a protocol as previously discussed with UCU

⁴ This applies to all staff subject to the Business Cases launched in 17/18.

⁵ This applies in instances where a counter-proposal is accepted and the outcome is that a role(s) remains unaffected.

7. Acknowledge that the Business Cases in 3i's, Cardiovascular Sciences and Biological Sciences are, and will remain, withdrawn. The Business Cases for High Voltage Science and ASDEC have been resolved with no compulsory redundancies. The Leicester Medical School and Core Biotechnology Services Business Cases will be resolved with no compulsory redundancies⁶.
8. An agreement that for Neuroscience, Psychology, and Behaviour the current paused business case is withdraw, and going forward, the appropriate University ordinances will be observed.
9. A commitment that fixed-term contracts will be managed in line with the agreed redundancy ordinance procedure.

The above agreements do not tie the ULT to never having to consider change, and they will do so via the appropriate ordinances and policies, including those listed above. Both sides will continue to work co-operatively in future with the aim of avoiding dispute.

⁶This reassurance can be given because in the Medical School there are an excess number of posts for the staff affected. In terms of Core Biotechnology Services, agreements are in place with staff for enhanced VSS or redeployment.