

Support for Staff 'at Risk' of Redundancy

A key focus of our discussions with UCU have included the level and type of support we offer to staff who are at risk of redundancy. The response from the University has been extremely positive in terms of reviewing existing practices and adding to the support available for our staff.

Redeployment - HR have remapped the redeployment process and made adjustments to the Redeployment Policy to ensure that staff are proactively and appropriately supported with redeployment. There was a specific meeting held with all three Unions on the 21st August to outline the changes, discuss the process and agreement was reached. Staff are now placed on the Redeployment Register at their first consultation meeting and receive a weekly email with details relating to posts available; setting up job alerts and how to access priority consideration for vacancies. We have already successfully redeployed some colleagues who are affected by the business cases.

Individual Support - All staff at risk have been provided with a flexible range of support services –1:1 coaching support; training opportunities and support sessions through the consultation period. External outplacement support is also offered to support staff to provide individual career guidance and support. The University also has a contract with Validium, an external 24/7 confidential support to staff with counselling and information on health & wellbeing concerns.

Retraining - UCU asked that the University considered the different approaches to assist with retraining that were in place both within the sector and externally. As a result we have set aside a budget of £250K for 2018/19. The fund will support individuals who are 'at risk' of redundancy who wish to retrain or study and where possible we will support their redeployment into an alternative role following the period of retraining or study. Whilst the preference is that such a role would be within the University this cannot be guaranteed although the Redeployment Procedure provides preferential consideration for staff at risk. For example, a member of academic staff may wish to complete a Masters course, we will support them to do so in order to enhance their career prospects elsewhere. All staff are offered a number of individual meetings with the HR Team during the consultation period where this option will be discussed and it is also (and has been) detailed in correspondence with staff.

Enhanced Severance Package – for those staff at risk of redundancy where redeployment and retraining are not an option, an enhanced severance package has been agreed to allow staff to receive up to a maximum of 40 weeks payment, 10 additional weeks than the VSS scheme. The VSS calculations are determined on an individual basis based on the age and length of service of the employee. This enhanced package will take into account the agreed leaving date and, as applicable, the requirements of the recently published Committee of University Chairs Higher Education Senior Staff Remuneration Code.

