

Our Mission

Working together to foster fairness, equality and dignity in support of the advancement of knowledge and the education of students.

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Professor Colin Riordan
Vice-Chancellor
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22nd November 2018

Dear Professor Riordan,

We write in response to your letter of 5th November.

As you acknowledge, we asked at the most recent meeting of the Joint Consultative and Negotiation Forum for assurance from the representatives of the University's management that the Transforming Cardiff/Transffwrffio Caerdydd programme would not result in compulsory redundancies. As you also acknowledge, the representatives of the University's management were unable to provide this assurance. We also note with dismay your comments at the most recent meeting of the Senate, in which you acknowledged that compulsory redundancies were a course of action that you considered might become necessary.

Since this is a matter on which we have failed to agree, pertaining to the 'engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers', our understanding is that this matter has the potential to constitute a trade dispute under the Trade Union and Labour Relations (Consolidation) Act 1992.

We would thus like to reiterate the request made in our letter of October 25, that a meeting of the Joint Negotiating Committee be convened, for the purposes of avoiding or resolving such a dispute. If this meeting IS NOT held, we are of the view that, having exhausted the procedures set out in the University's Recognition Agreement with UCU for the resolution of disputes, we will have no choice but formally to declare such a dispute, and to consult with our members with respect to our next steps in the furtherance of this dispute.

We are copying this letter to members of the University Executive Board, as well as to the Chair of the Council, to express our disappointment that the considerations of the Size and Shape Review that have led to the Transforming Cardiff/Transffwrffio Caerdydd programme have taken place without consultation with the recognized trade unions.

We are thus writing to express our keenness to contribute to this process, in partnership with the senior management of the University, as the recognized representatives of university staff. We believe that involving the recognized unions early in the process, before plans begin to become fixed in your mind, will result in better decision-making, and greater engagement with and involvement of staff. It is important to clarify the 'vision' that is being worked towards for the 'future' Cardiff University and how that 'vision' is informing the decision to consider a third voluntary severance scheme followed by compulsory redundancies.

We thus propose that UCU and the other recognized campus unions be involved in the development of the strategy that underpins Transforming Cardiff/Transffwrffio Caerdydd, and we would like to join you in a series of meetings where we can make this happen in a positive way, and delivering on the key parts of the University's strategy – including financial sustainability – without resorting to compulsory redundancies.

Yours sincerely

Cardiff UCU Executive Committee

cc UEB
cc Chair of Council