

Motion for EGM, 25 June 2025

Motion on Starting a Dispute Process

Cardiff UCU notes:

- That Cardiff University Council accepted the Academic Futures proposals on the 17th of June, which sees cuts to programmes, modules and proposed staff redundancies
- That Council approved the Academic Futures proposals despite its rejection by senate and Cardiff UCU's representations [our speech is available for you to read](#).
- That at the JCNF on the 19th of June, there was a failure to agree on our requests for:
 - A commitment to no compulsory redundancies for the calendar year 2026;
 - The immediate removal of all staff from scope for redundancy;
 - A guarantee that there will be no adverse impacts on staff workloads due to restructuring and voluntary redundancies, and for transparent workload impact assessments to be carried out before implementation of changes.
- That at the SHEW (Safety, Health, Environment and Wellbeing) meeting on 18th of June and JCNF on 19th of June, some progress was made on the importance of monitoring staff health, safety and wellbeing. However, the unions have a fundamental disagreement with university management's understanding of the H&S impact of the proposed strategy and Academic Futures process so far, and are concerned that their focus on staff wellbeing may overlook the real danger to health that staff across the university are reporting to the three campus trade unions.
- That no risk assessments have been shared for the Transnational Education project despite repeated requests, and the safety concerns related to teaching in Kazakhstan that are amplified for staff with particular protected characteristics.
- That in the recent Cardiff UCU workplace issues survey, staff who responded (155 staff members) ranked their level of concern about different issues and indicated they were most concerned about:
 - 1) potential future job cut threats in 2026 due to continued restructuring (including through professional services 'hubs')
 - 2) increased workload from restructuring and voluntary redundancies
 - 3) health and safety at work
 - 4) remaining formally in scope for redundancy

Cardiff UCU believes:

- That the business case, as it stands, is unacceptable and lacks sufficient evidence
- That the business case includes no strategy for managing critical impacts on workload, research capacity or safety/health/environment/wellbeing
- That even if cost-cutting measures are necessary, cuts to staffing should always be a last resort
- That cuts to staffing threaten short and long-term sustainability, and that slower, more sustainable solutions should be a priority
- That, since university management and UCU officers on JCNF have failed to agree on key aspects of Academic Futures and its implementation, the union is in a position to declare a formal industrial dispute

Cardiff UCU resolves:

- To declare a failure to agree and start a dispute process around the following¹:
 - 1) Immediate removal of all staff from scope.
 - 2) Guarantee of no compulsory redundancies for the calendar year 2026 as part of the Academic Futures and other restructuring projects.
 - 3) Guarantee that all workloads will not be adversely affected by the Academic Futures project and other restructuring projects.
 - 4) Commitment from university management to implementing a jointly-agreed H&S Strategy, including carrying out the HSE Stress Indicator Tool, and producing specific risk assessments for teaching in Kazakhstan as part of the Transnational Education programme.

¹The specific wording might need to be adjusted based on UCU Cymru/legal requirements or changing circumstances by the time we submit the wording for the industrial action ballot.