

Motion on industrial action demands

This branch notes

- That negotiations with the University Executive Board have made very little progress – see previous motion for details: <https://www.cardiffucu.org.uk/wp-content/uploads/2026/07/P25-26-031-Draft-Motion-on-Strategy-Discussion-Timeline.pdf>
- That there is a major workload crisis across Academic and Professional Services staff, based on the outcomes from Academic Futures and the Professional Services Transformation. These processes have seen many academic staff take Voluntary Redundancy, and many Professional Services staff depart the institution. Restructuring processes have also greatly increased workloads due to the required training and adjustments, with many staff required to cover both their previous and new roles in the interim.
- That none of our concerns or issues with the Academic Delivery Model brought to the University consultative bodies have been taken into account.
- That sharp reductions in academic research time, teaching-related tasks and administrative role hours in the 'Academic Delivery' model disguise the overwork required to deliver teaching and research and could be used to justify further academic staff cuts based on its much lower overall workload calculations.
- That management is pressing on with the 2027 timeline for the second phase of Professional Services restructures which include financial savings targets; and that management continues to insist that further academic job cuts will be needed. They are not ruling out compulsory redundancies.
- That the university management's own data shows that sick leave for work-related stress is already significantly higher than sector averages.
- That the University Executive Board has not provided campus unions with accounts or current financial modelling, and have shared only forecasts for projected spending cuts with staff.
- That we have issued the University with a Failure to Agree Notice following the lack of progress at the last negotiations in June 2026 (see state of negotiations table below), as a first step towards gaining leverage in negotiations.
- That if an S188 notice of compulsory redundancy were to be issued by management in September 2026–January 2027 then earliest that staff would face compulsory redundancy would be in January 2027. We would therefore need to hold an indicative ballot and then a statutory ballot within the autumn semester in order to be prepared to take action.

- That UCU Cymru believe that the above scenario would be a breach of management commitments, and they would speed up our ballot timeline accordingly.

This branch believes

- That the need for compulsory redundancies has not been demonstrated.
- That further reductions to academic and professional services staff numbers will harm the University, by worsening the existing workload crisis and endangering the ability of the University to deliver quality teaching and research.
- That the same guarantee of 'roles for all' in the PS transformation should be extended to ELP, LEARN and all PS staff in phase 2, and that there should be no detriment to staff who have been mapped into roles they are not suited for.
- That, to protect staff health from overwork, workload tariffs should not cause any detriment in comparison with current tariffs for any member of staff. That is to say, there should be no reduction in time allocated to tasks while performance expectations remain unchanged.
- That reduced research time will damage Cardiff's research performance, quality and reputation as research intensive university, as well as to colleagues' individual career trajectories. It would also threaten Cardiff's QR research funding. Institutionally funded research time plays a significant role in maintaining knowledge production against an increasing research funding gap, and supporting research active staff to develop, publish and apply for funding.
- That SSRs have not been assessed transparently.
- That we should advance an industrial action strategy that includes (at least) two key demands for (1) no compulsory redundancies and (2) reasonable and safe workloads.
- That the goal of any industrial action strategy is to equip union negotiators with sufficient power to force management to change course. We leveraged this threat successfully in April 2025 and December 2025 to protect staff from compulsory redundancies in 2025 and 2026.
- That strike action remains the last resort, but its threat gives us crucial leverage. With a live industrial action mandate, members can democratically propose additional forms of action at any time. If members choose to do so, we can also decide not to take certain forms of action that have been notified to the employer if we consider it not the right time. A local industrial action mandate puts power in members' hands and underpins a strong negotiation position.

- That our branch must mobilise members for common, collective goals to obtain a strong industrial action mandate over 2026/27, and in doing so, generating solidarity and a united front across university staff in the face of exhaustion, overwork, confusion and low morale.

This branch resolves

- To issue a notice of industrial action to move towards a consultative ballot at the end of September, unless there is significant progress on guarantees for staff job security and workloads at the Joint Negotiation Committee on September 9th.
- To negotiate around the demands below, subject to meaningful progress in the JNC or elsewhere.
 1. Job Security: No compulsory redundancies in 2027 calendar year and guaranteed roles for all staff facing transformations/restructuring, with a no detriment principle applying to affected staff if it is found they have been mapped into roles they are not suited for;
 2. Workload:
 - a. Tariffs that reflect real time worked on all tasks including quality teaching, and protect staff health from overwork, including meaningful union oversight in University bodies that decide workload allocations and tariffs at an institutional and departmental level;
 - b. A commitment to ensuring that PS roles are clearly defined and workloads are sustainable. Where there are significant changes to a role, appropriate extended handover periods will be provided to support a safe and effective transition;
 - c. A commitment to structure workload allocation in-accordance with the 40:40:20 principle for research intensive institutions;
 - d. a guarantee that SSRs will be transparently assessed, including all students (home and international), and that fluctuations will not be used for reactive staff cuts on a yearly cycle.
 - e. Clear and well-planned deadlines to deliver transformation projects and new teaching provision with adequate time for staff to plan and manage their workloads. A pause on transformation programs and new teaching provision where this cannot be achieved.