P26-27/008

Motion on Industrial Action Demands (2026/2027)

This branch notes

- That negotiations with the University Executive Board have ended in a failure to agree on the issue of job security and workload. This was not resolved at the Joint Negotiating Committee meeting, held on 9 September.
- Please see the previous motion for more details on our concerns (https://www.cardiffucu.org.uk/wp-content/uploads/2026/08/P26-27-003-Motion-on-industrial-action-demands.pdf)
- In short:
  - The UEB has declined to give a reassurance that there will be no compulsory redundancies in 2027.
  - There is a major workload crisis across all staff, based on outcomes from the Academic Futures and Professional Services Transformation, which the new Academic Delivery Model exacerbates due to the reductions in time for academic tasks.

This branch believes:

- That the need for compulsory redundancies has not been demonstrated and that further reductions to academic and professional services staff numbers will worsen the existing workload crisis.
- That we should advance an industrial action strategy that includes two key demands for (1) no compulsory redundancies and (2) reasonable and safe workloads.
- That, while strike action remains a last resort, 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 move towards a consultative ballot at the beginning of November, with a view to holding a statutory ballot in early February 2027.
- To demand the following:
  - **No compulsory redundancies in 2027 calendar year** with no detriment from remapping.
  - **A signed collective agreement on workload.**
    UEB must negotiate and sign a collective agreement with Cardiff UCU to achieve manageable workloads for all staff, with tasks agreed appropriate to career pathway, grade, and role; via:

1. Joint oversight and review of both the academic delivery model and Professional Services workloads, including an agreed process to revise the academic delivery model after its implementation;
2. Union representation in all working groups related to workload at College and School levels;
3. Protected research time benchmarked to research-intensive institutional standards.