

#TeessideProfs Update from UCU

CONSULTATION

Collective

Your union has been in contact with the University and is continuing that dialogue. We are seeking clarification on whether your union can be formally involved in consultation.

Individual

If you are invited to an individual consultation meeting, take a union Rep in with you – contact UCU@Tees.ac.uk

Make sure that it is at a convenient time for both you and your union rep.

Advice from the Union

- 1) Do not engage in this process when on annual leave
- 2) Do not feel obliged to engage in this process while on RSA – you will already have work planned for that time

Is this a Redundancy Process?

We have been asked this question and so we have looked in the Teesside University "*Compulsory Redundancy Policy/Procedures*"

1. Definition of Redundancy

An employee will be considered redundant where:

- 1.1 The University has ceased (or intends to cease) carrying on the business in which the employee was employed, or ceases (or intends to cease) carrying out this business at the place where the employee was employed, or
- 1.2 The requirements of the University for employees to carry out work of the particular kind in which the person concerned was employed have ceased or diminished (or are expected to cease or diminish), either in the University as a whole or in the place where the person was employed.

We will be seeking to clarify with the University whether this is indeed a redundancy process, bearing in mind what we know so far.

Annual Leave

If you have booked annual leave, you are advised to take it, put an appropriate out of office on your work email account and do not engage in University work or this process until you are back from annual leave. If you are due to book and then take annual leave, make sure that you seek and get authorisation for this so that you are able to take it.

Voluntary Severance or Voluntary Redundancy?

Those of you seeking Voluntary Severance can enquire directly with HR about the process and the money involved. UCU cannot give financial advice, but we can refer you here: ucu.org.uk/financialadvice

You can also seek information from the University about what you might get should you be made redundant. Firstly, you are entitled to notice pay. Secondly, you are entitled to redundancy, which can be calculated here: gov.uk/calculate-your-redundancy-pay

Advice from the Union

*Think carefully about taking Voluntary Severance and only take this option if it is attractive to you.

Research and Scholarly Activity (RSA)

A number of members have queried about their RSA time and fears that this might be usurped by this process. You can remind yourself of what RSA is by looking at the document - "Working as an Academic at Teesside University" - but here is a relevant extract for ease:

Where can you carry out RSA?

"Whilst there is no expectation that you have to remain on campus when you are undertaking recorded RSA time, you will however be expected to be contactable via your University e-mail or alternative agreed method on the understanding that you will only be disturbed if it becomes necessary. For this reason, you should always follow the University's agreed procedure for providing your School with details of where you are working and how you can be contacted whenever you are undertaking RSA activity off-site for periods of a half-day or more. You will not be expected to attend meetings or take part in any other activities during periods of agreed RSA time."

See: ucuteesside.org.uk/wp-content/uploads/2011/10/Working-as-an-Academic-at-Teesside-University.pdf

Social Media

The union's Regional Office can be found on Facebook and Twitter as @ucunorthern and one of the staff is @jonbryan

Following the suggestion of one of our members, we are trying to use #TeessideProfs

Media coverage includes

- bbc.co.uk/news/uk-england-tees-40523340
- timeshighereducation.com/news/university-tells-entire-professoriate-reapply-their-jobs
- [thenorthernecho.co.uk/news/15398202.University accused of quot bizarre quot and quot strange quot staff audit/](http://thenorthernecho.co.uk/news/15398202.University_accused_of_quot_bizarre_quot_and_quot_strange_quot_staff_audit/)
- ucu.org.uk/article/8866
- **Sign the Open Letter:** teessideprofs.wordpress.com/



*"You shouldn't have told the employees to 'work smarter.'
They all went and joined a union."*

Not a member yet? Here's how to join:

ucu.org.uk/join

Or join over the phone: 0333 207 0719*

**Lines open 9.15am-4.45pm Mon-Fri. Calls are charged at standard rates; if you have inclusive call minutes or an allowance calls to this number are usually included (please check with your provider).*