

Clare McKeague  
The Centre Director  
INTO, Newcastle University  
via email only: [clare.mckeague@newcastle.ac.uk](mailto:clare.mckeague@newcastle.ac.uk)

Monday 9 September 2024

Dear Clare

## **Concerns and queries about redundancies**

I hope that you are well.

I have spoken to (and had contact with) more than a dozen UCU members over the last couple of weeks. They have expressed concerns about the current situation and have asked several questions. I have collated these into groups and summarized them below. Some of these are direct questions; others are the result of a discussion with members where I could talk and answer in generalities, but not about the specifics. I have made some suggestions towards the end of this letter about what could happen next.

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### **1. The announcement of the redundancies**

- a) I came off holiday to find out about these redundancies. Can I claim that day back as annual leave?
- b) It looks like I won't financially benefit from the proposal to enhance the redundancy calculation. Why would I want to volunteer for redundancy? I can't see any benefit.
- c) I haven't been able to attend any of the meetings where redundancies have been announced or talked about. Where are the minutes? I can't find any.

### **2. The next steps**

- a) Will compulsory redundancies be in specific areas? How will those areas be chosen?
- b) There seems to be talk of certain groups being more at risk than others. Is that true?
- c) What criteria will be used to select for redundancies? Will we be notified of them? Can we challenge them?
- d) What will the process be?
- e) When will compulsory redundancies be announced? And how?
- f) Will UCU be involved?
- g) Can I take a UCU representative with me to a meeting?

### **3. Mitigating redundancies**

- a) Will INTO be reviewing temporary contracts and any agency staff?
- b) Has INTO made any changes to staff recruitment?
- c) Will there be a freeze on staff recruitment?

- d) What opportunities will there be for any redeployment?
- e) If I am made redundant, will I be able to appeal?

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I appreciate that UCU does not have any formal mechanism for raising concerns and seeking to resolve them collectively. However, I am sending this letter in the spirit of collaborating and resolving issues that are a concern for our members.

You do not have to respond directly to this letter, but if you did, we would make our members aware of the content. You may prefer to draw up some FAQs and make these available to all staff, (I'm aware that you may have already done this). If so, then adding answers to these questions to that communication would assist our members, along with other staff.

If you would like to discuss any of these matters, please get in touch.

Kind regards,



**Jon Bryan**  
**Regional Support Official**