

Glasgow Caledonian University Redundancies Dispute

EIS Ballot Statement

This statutory ballot is regarding the dispute lodged with Glasgow Caledonian University (GCU) on Tuesday 10th March 2026, in pursuit of a no compulsory redundancy guarantee for academic staff. The dispute was lodged as a result of the University's Targeted Voluntary Redundancy Scheme (TVRS) announcement on Monday 2nd March 2026, seeking 100 job cuts to address an expected financial deficit. During the announcement, the University made clear that *"if we do not make the required savings through the scheme, we will have to move to compulsory redundancies"*.

The EIS ULA does not accept that any staff should be made compulsory redundant by their employer. GCU has cash reserves of £88M in its latest published financial statements, with an expectation of these increasing to £94M by the end of this academic year.

EIS ULA Branch Officials met with the University management in late March to resolve the dispute, but have yet to receive a no-compulsory redundancy guarantee from the University.

As we have failed to reach a suitable outcome to the dispute, the EIS believes that, as a last resort, it is necessary to move toward industrial action to defend jobs at the University. This requires a statutory ballot of members at GCU. **EIS members at GCU are being asked to stand together to defend their jobs.**

You are being asked one question in this statutory ballot:

"ARE YOU PREPARED TO TAKE PART IN INDUSTRIAL ACTION CONSISTING OF STRIKE ACTION IN PURSUIT OF THE GLASGOW CALEDONIAN UNIVERSITY REDUNDANCIES DISPUTE?"

The EIS seeks a strike mandate to protect members i.e. to gain a no compulsory redundancy guarantee.

As this is a local dispute, members taking strike action would be eligible for EIS strike pay.

The EIS urges you to vote **YES** in this statutory ballot to demonstrate your willingness to stand together as an academic community of workers.

Recently, EIS colleagues at other universities have succeeded in achieving a resolution to similar disputes. Industrial action was required to facilitate that outcome, and we urge GCU members to vote for and be prepared to take industrial action to defend jobs..

The EIS stands ready to meet with GCU management at any time, should it wish to avoid industrial action and resolve this dispute. Industrial action is always the last resort for the EIS.

THE EIS RECOMMENDS THAT YOU ACT TO DEFEND JOBS AT GCU, AND VOTE "YES" IN THIS BALLOT.