

# WHY DID THE JOINT TRADE UNIONS EXIT THE OCP?

There are a number of reasons which led to the exit of the joint recognised trade unions from the organisational change project. These are detailed below

## STEERING GROUP

- The University is choosing to not follow the agreed organisational change procedure.
- A key deviation is the introduction of a STEERING GROUP
- This group does influence the OCP Project Team.
- Members of the steering group are also leading workstreams.



## LACK OF INFORMATION

- The Joint TUs have asked for further information in order to properly scrutinise data used for OCP decision-making. This has not been provided.
- Drop-in sessions were arranged which again did not provide the full transparent information required
- The TUs have repeatedly asked for information which has either not been provided or has only been partially provided.

## LACK OF CONSULTATION

- The University has indicated they see TU OCP membership as consultation - IT IS NOT.
- TU reps were presented with information/plans and their feedback dismissed.
- "Consultation is when an employer talks and listens to employees or workers and any trade union or other relevant employee representatives about organisational issues and changes which affect them." (ACAS, 2025)
- ACAS (2025) also state the aim of consultation is to work together to reach an agreement on a change and find a solution to an issue.
- TU rep experience of the OCP and the ACAS definition of consultation are incompatible



## CENTERING MEMBER INTERESTS

- The primary duty of a TU rep is to protect and advance the interests of those members being represented.
- By continuing with the OCP whilst disagreeing with it being considered consultation could ultimately be to the detriment of members.
- TU reps sought an alternative to exiting the OCP, through initiating the disputes process. The university does not acknowledge the dispute.
- Whilst OCP members TU reps were bound by confidentiality and update to share information with members - this tied the hands of reps.
- The schedule of OCP meetings did not allow for reps to consult members - this is contrary to democratic TU processes.

## HOW TO GET INVOLVED & STAY ENGAGED

1. VOTE IN YOUR UNION'S BALLOT
2. ATTEND TU MEETINGS
3. SPREAD THE WORD
4. ENSURE YOUR DETAILS ARE UP TO DATE WITH YOUR TU
5. CHECK YOUR EMAIL FOR UPDATES
6. FOLLOW US ON BLUESKY [@uws-tus.bsky.social](https://bsky.app/profile/uws-tus.bsky.social)