

GIVE US A NO COMPULSORY REDUNDANCY GUARANTEE AT UWS

Why are we in dispute with UWS?

We are seeking a guarantee that no staff will be subjected to compulsory redundancy as an output of the ongoing Organisational Change Project (OCP), which has lacked transparency and meaningful consultation and led to a formal dispute being submitted to UWS.

eis

EIS ULA

Educational Institute of Scotland
University Lecturers' Association

INFORMATION ON WHY TRADE UNIONS HAVE WITHDRAWN FROM THE OCP AND LODGED A DISPUTE WITH UWS MANAGEMENT:

No compulsory redundancy guarantee

- The university has refused to guarantee no compulsory redundancies as an outcome of their organisational change project.
- This is in the context of substantial savings proposed from the academic portfolio and professional services staff provision.
- There has also been a 30% increase in senior management costs, a section of the university which is not subject to review under the OCP.
- In addition, senior management have continued to claim exuberant expenses for international travel.

Lack of meaningful consultation

- The timescale for the Organisational Change Project (OCP) has not allowed for meaningful consultation with trade unions. It fails to recognise the democratic processes which are a foundation of trade union practice.
- EIS ULA reps were involved in the OCP however there was no consultation. Information was simply presented, with no suggestions from the trade unions implemented.
- The trade unions had no input on any workstream membership, the drafting of the initial business case nor any of the data used or submitted to the OCP.
- The trade unions continue to question the reliability and veracity of the data being used by UWS in this process. Decisions of such a magnitude cannot be made using data where both of these are in question.

No financial case for change

- The University has refused to open the books and facilitate full transparency during any part of this process.
- Given the University has significant reserves and investments, it appears disingenuous of UWS to claim to be in financial difficulties.
- In 2024 financial statement signed 5th December 2024, the Chair of Court stated that the university is both “financially sustainable” and “committed to maintaining its growth”. It is the EIS ULA opinion that the University is not in the financial situation it claims to be.