

Dear members

The unions, including UKSU, are aware that the VC proposed a review of University operations and this was accepted by the Council.

UKSU would like to inform its members that at this time there is nothing specifically decided on, other than the review and process. We are being contacted by members who are concerned as they have heard from others that there will be serious implications including retrenchments.

The UKSU Executive wishes to assure its members that when there is any engagement on the review it will be shared with the members. It should also be noted that the Labour Relations Act requires an employer to consult with the unions when it “*contemplates dismissing one or more employees for reasons based on the employer’s operational requirements*” – commonly known as retrenchments. The University has not engaged unions regarding this, therefore, it must be assumed that they are not (at this time) contemplating dismissals for operational reasons. It should also be noted that a process is set out in the Act that the employer must follow, which includes how and what must be consulted and what decisions must be made.

UKSU wishes to caution its members from engaging in any such discussions with colleagues, engaging in such conversations will only lead to unnecessary stress. At this time, staff are working in a challenging environment in unprecedented times and a rumour such as this, without any factual information, will only increase dissent, mistrust and heighten levels of insecurity.

UKSU has the members well-being at heart and will certainly share with members any information about this process when such is forthcoming.

Regards

UKSU Executive