

**Flysheet – Motion to vote *in favour* of a
Resolution to constitute a Redundancy Panel under Statute XII.**

This motion to constitute a Redundancy Panel is the last stage in a lengthy and thorough process that has lasted well over a year. The process is taking place in Planning and Council Secretariat (PACS) – a small department in UAS (central services) responsible for planning and governance. The department is a purely administrative function that supports the running of the University: it does not have any academic staff or deliver any academic activities.

When PACS's budget was set for the three years from 23/24 – 25/26, the department was asked to make savings to contribute to restraining the growth of the service charge levied on academic departments.

The department has made various changes to its activities and processes, to meet its cost-savings target whilst continuing to deliver its core services to the University. As a consequence of these changes, it became clear that a single role in PACS was no longer required in its current form. After a job evaluation of the revised duties of the role, the department was advised that it needed to be reduced from grade 6 to grade 5, with consequential changes made to the roles and duties of other individuals in the department.

One individual was therefore warned that they were at risk of redundancy, and a three-month consultation process was started in January 2024 after discussions with UCU. During the consultation, the affected individual did not take the opportunity to be put forward for priority re-deployment elsewhere in the University; nor did they wish to be considered for the revised role at grade 5.

Since the formal consultation finished in spring 2024, there have been continuing discussions to try and reach a fair settlement that have not proved successful.

The process to date has been informed by HR at every stage, and all the necessary formal steps and consultation have been undertaken. It is worth emphasising that at this point it has been 14 months since the start of formal consultation with the individual and the relevant Union.

In the absence of agreement to redeployment or voluntary redundancy, the approval of Congregation is sought to constitute a Redundancy Panel under Statute XII.

The role of the Redundancy Panel will be to scrutinise the proposal for redundancy, recommend the member of staff (if it considers it appropriate to do so) for dismissal by reason of redundancy, and report its recommendations to the relevant Divisional Board or equivalent (in this case the Registrar).

There is no additional information that can be provided to Congregation as a whole, since the University has a duty of care to the individual in question which requires that the details of the redundancy be kept confidential. The purpose of the Redundancy Panel is to look at all the documentation, interrogate the facts of the case, and make its recommendation accordingly.

Accordingly, as members did when Congregation met in person to consider this issue on 25 February 2025, Congregation is urged to vote in favour of the motion to allow a Redundancy Panel (comprised of members appointed by Congregation) to proceed in light of all the evidence.

Signatories to the flysheet are as follows:

Antony Willott, Planning and Council Secretariat
Lukasz Bohdan, Assurance Directorate
James Colman, Public Affairs Directorate
Stephen Conway, Research Services
Catharine King, Planning and Council Secretariat
Markos Koumaditis, People Department
Mark McDermott, Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
Mark Middleton, Department of Oncology
Chris Price, Medical Sciences Division, Divisional Office
Saira Shaikh, Academic Registrar's Office