



Collective Grievance on behalf of the staffside members of Unite UCU, and GMB.

We are writing to raise a formal collective grievance in accordance with University policy.

It is our view that the University has failed in its duty to ensure a safe working environment for employees, and that the decision to push ahead with non-essential face-to-face teaching and on-campus work has endangered the lives of staff, students, and the wider Sheffield community.

Our members have been asked to return to face-to-face work:

- when in many cases this was non-essential
- without valid risk assessments being in place
- on the basis of out of date risk assessments
- without effective risk mitigation measures being in place

Furthermore:

- Risk assessments are being carried out in an inconsistent manner across different work spaces, with workers receiving changing and confusing guidance.
- The self-reporting process is failing to adequately track cases across the university, and is therefore not sufficient as a method of risk mitigation.

We are calling on the University to immediately pause all non-essential face-to-face work and teaching until trade union safety officers are satisfied that it is safe to return to campus for face-to-face work. We expect that this process will involve the consistent application of health and safety guidance and risk assessments, and the provision of safety controls for over-exposed frontline staff, such as our porters, cleaners, residences, and food outlet staff.

Signed,

Chris Rawlinson, Unite Branch Secretary

Mark Pendleton, UCU Branch Secretary

Wendy Michallat, GMB Rep