

SUCU AGM 10 June 2015

Motion re University of Sheffield use of capability processes - carried

This branch notes:

Concern at the level of use of capability processes including “performance improvement plans” (PIPS) by the University for our members, which is leading to high levels of stress and anxiety. Disabled members are particularly vulnerable to these procedures in situations where management does not make appropriate reasonable adjustments or understand the positive impact adjustments can make on performance. Even where adjustments are made, there is concern that disabled members may be more likely to be under scrutiny.

The branch resolves:

To continue to challenge excessive workloads, discriminatory practice and unfair treatment.