

## Branch motion: No confidence in the current approach to organisational change

### Final motion as amended

#### ***No confidence in the current approach to organisational change***

##### *Branch notes:*

- *that the University of Sheffield is undergoing a period of unprecedented organisational change that is negatively affecting hundreds of staff and currently includes large-scale reorganisation of our professional services teams, with potential knock-on impact for academic workloads and future restructures in academic departments*
- *that an emergency meeting of the Joint Union Campus Committee was held on Monday 6th August to discuss ongoing concerns that the campus trade unions have over these changes*
- *that the rationale and/or business cases behind the changes that are being implemented have not been fully communicated to staff or the campus trade unions*
- *that HR procedures have not been followed correctly, particularly with regards to maternity leave.*

##### *Branch resolves:*

- *to affirm that it is fast losing confidence in the senior management of the university, including that of HR, in managing organisational change*
- *to express its commitment to and belief in the excellent specialist work undertaken by colleagues in professional services roles across the University*
- *to seek a meeting between Koen Lamberts and the campus trade unions at the earliest available opportunity to discuss this and other matters relating to the strategic vision of the University's senior management team*
- *to agree amendments on the agreed change management policy and processes in order for them to be fit for purpose for large-scale restructures, and to press for the following relating to organisational change:*
  - *Greater transparency in communications*
  - *Ensure no restructure begins without proper planning and reflection on data gathered regarding previous restructures*
  - *Priority is given to the duty of care of the staff*
- *that until such negotiations are concluded, or until there is greater transparency around the rationales for change, to call for a pause on the implementation of any further restructures*

**Passed** Unanimously

## Branch motion: Bakers Food and Allied Workers Union organiser fund

### Motion

#### ***Funding a South Yorkshire Organiser***

##### *Branch Notes:*

- *That the Bakers Food and Allied Workers Union (BFAWU), while small and lacking resources, has made huge progress in organising fast food workers in the UK, including leading strike action in McDonalds among workers fighting for a £10 an hour minimum wage, and end to zero hour contracts and the right to join a union*
- *That Sheffield Trades Council has recently agreed to donate £4000 towards the cost of BFAWU hiring a full time organiser for the South Yorkshire area, in order to organise low paid fast food workers in the region*
- *That Sheffield Trades Council are requesting donations from affiliate branch to help fund the employment of this organiser*

##### *Branch Resolves:*

- *To donate £1000 towards the cost of hiring this organiser*

*Proposed:* Sam Morecroft

*Seconded:* Jess Meacham

- BFAWU has been doing great work at unionising unorganised workers, eg at McDonald's, KFC and others. They have also done good work on challenging zero hours contracts.
- However BFAW has a fairly small and low paid membership, so Sheffield Trades Council is contributing funds towards the recruitment of a full time organiser, and is asking member unions to also provide support.
- We are one of the better off branches in the region and SUCU Committee proposes that we contribute £1,000. Branch funds are healthy and we can afford it.

**Passed** Unanimously.

## Branch motion: Campaign to reinstate Jim Newell and against the marketisation in HE

### Motion

#### ***Campaign to reinstate Jim Newell and against the marketisation of HE***

*This branch notes that:*

- *on 12 June, the University of Salford suddenly dismissed Jim Newell as professor of politics after 27 years' service allegedly on grounds of a failure to achieve a series of, essentially financial, targets set by the University unilaterally, and applied retroactively in that they were introduced only sometime after his promotion;*
- *a fundamental principle of the rule of law is that a person cannot be found guilty by applying laws introduced only after the event.*

*This branch believes that the targets Jim Newell is alleged to have failed to meet reflect a business model of the university which is incompatible with academic freedom because it necessarily undermines academics' scope for disinterested criticism and enquiry by removing the security of employment academics must have in order to be able to engage in such criticism and enquiry, without fear or favour, in the first place.*

*This branch believes that recent years have seen higher education institutions that were once self-respecting communities of scholars dedicated to teaching and research for their own sakes, gradually hijacked by managers who see them as nothing more than businesses; that once students are treated as customers, placing the accent almost exclusively on the instrumental value of their programmes, their capacity to learn is undermined.*

*This branch demands that the University of Salford reinstates Jim Newell with immediate effect.*

*This branch resolves to call upon members to resist the on-going corruption of our profession and to wrest back the control of our institutions that we have lost by:*

- *redoubling efforts to recruit members to the UCU aware that in the absence of collective action the current situation is likely to get worse; that Jim Newell's situation is by no means an isolated one; that it is severely damaging the health and well-being of University staffs throughout the UK (<https://www.timeshighereducation.com/news/imperial-college-professor-stefan-grimm-was-given-grant-income-target/2017369.article>);*
- *writing to the Vice Chancellor of Salford University to demand Jim Newell's reinstatement;*
- *joining the hundreds of academics who have written on Jim Newell's behalf to the Guardian (<https://www.theguardian.com/education/2018/jul/24/in-support-of-goldsmiths-cleaners-and-prof-james-newell>), by signing the petition (<https://www.change.org/p/prof-helen-marshall-reinstate-jim-newell-to-his-job-as-professor-of-politics-at-the-university-of-salford>) demanding that he be reinstated.*

*Proposed: Jess Meacham*

*Seconded: Emma Nagouse*

**Passed** Unanimously