

## **Flysheet on Graces 1 and 2 of 17 February 2010**

### **Joint Report of the Council and the General Board on disciplinary, dismissal, and grievance procedures**

Supporters of the repeal of Statute U have made statements in other flysheets that do not stand up to scrutiny.

**Level up rather than level down.** In numerous detailed changes, the proposals level down the rights of officers; we should level up the rights of other staff instead.

**Not so convergent.** Other flysheets claim the reforms would “facilitate convergence”. But the proposals fall short in many ways. For example, they make it much easier to get rid of academic-related staff. For effective participatory democracy, all must feel safe to speak out; all officers need the current rule that the Regent House approve all redundancies.

**Redundancy.** The Statute U redundancy procedure has never been tested, so on what evidence is it claimed to be “dysfunctional”? The other flysheets are silent on the many detailed changes designed to make it easier to declare officers redundant.

**Intentions.** From the outset the Council stated that “other, very specific, drivers for undertaking a review of Statute U were also identified including ... the organizational need for greater flexibility, including staff restructuring”. Five years ago the expenditure from the University restructuring fund was about £0.5m; recently there has been a proposal to increase the allocation to that fund to £2.5m p.a.

**A way forward.** There are aspects of the proposals that we could accept as useful, if modest, improvements. A far less contentious way forward would be to submit individual Graces to reform grievance procedures, to introduce a proper appeal mechanism to the disciplinary procedures, and to ensure that the Regent House has the last word when officers are made redundant.

In the meantime we urge you to **vote Non Placet to both Graces 1 and 2.**

**P.T.O.**