

EMERGENCY UGM Oppose redundancies, save exams, prevent a Strike.

Motion

Title:	Oppose redundancies, save exams, prevent a strike.
Proposer:	Siddharth Chakravarty 554823
Seconder:	Nayon Ahmed 648313

This Union Notes:

1.1 That the School is currently going through a process of financial and institutional restructuring under the One Professional Service (OPS) project.

1.2 That all current permanent staff were supposed to hear about their particular role in the new structure by Monday, 18th March 2019, and that at the time of writing, some staff members have still not received their outcome letters or had one-to-one meetings, while the ones who did were given such information later than what it was promised.

1.3 That both trade unions at SOAS (UNISON and UCU) consider that SOAS management have shown a complete and insulting disregard for the wellbeing of staff, enhanced by their lack of clarity and sensitivity when dealing with the OPS restructuring process, especially when it directly affects people's lives and jobs at its current stage

1.4 That there are high possibilities of compulsory redundancies happening according to the last information released by SOAS management, despite unions' firm opposition and previous indication that industrial action would be taken in such case.

1.5 That some, among many others, of the concerns raised by staff are linked to the following:

- (a) there's a prediction of 30-40 people being made redundant and losing their jobs
- (b) 109 permanent staff have not been "matched" in the new restructure, meaning that their current jobs do no longer exist in the current proposed structure and they have not been suggested another post to take over;
- (c) there is a concerning and unexplainable asymmetry with regards to the members of staff whose job descriptions have been matched in the new structure (e.g. 3 male members of staff in a department being "matched" in the new structure, while female staff are still waiting for an answer).

(d) the Widening Participation team is proposed to merge with Marketing, Student Recruitment and Admissions, under the justification 'to align the Student Ambassador Schemes'. Despite prior agreement by Executive Board to propose WP merged with Centre for Innovation in Learning & Teaching (CILT), such concerning changes are being proposed, leading to WP staff “seeking [student] support in ensuring the department which drives change in access, student success, outcomes and progression is not relegated to a marketing and recruitment tool.”

1.6 That the possibility of industrial action seems highly likely considering the current trajectory management is on, as they have acted recklessly by not entering into meaningful discussions with UNISON and staff members to resolve the situation.

1.7 That such industrial action, considering current legislation, would lead to staff strikes during exam period, which could then hinder students from sitting their exams and/or even graduating.

This Union Believes:

2.1 That the current proposed changes by the OPS restructuring project will have a huge and damaging effect on students and staff at our institution: loss of institutional knowledge, negative impact on staff morale, increase of administrative support burden on staff, worsening of student experience.

2.2 That no compulsory redundancies should be made as a result of the OPS restructure

2.3 That students have the power to put pressure on management in order to push for an agreement in which staff voices and interests are centered in these conversations, and therefore avoid the need for industrial action.

2.4 That the sole responsibility for the dire financial situation SOAS is currently suffering is the senior management team of the university, and therefore staff and students should not experience the harsher consequences of the measures to be taken to solve the situation.

This Union Resolves:

3.1 To support academic and professional services staff in their opposition against the proposed cuts by the OPS project

3.2 That such support could take different forms depending on staff demands, but would be mainly targeted at putting pressure on SOAS management in order to avoid compulsory redundancies as well as measures that would worsen student and staff experiences and wellbeing at our institution.

3.3 To publicly condemn SOAS Senior Management for their incompetence, and lack of transparency and respect in the restructuring process by issuing a public letter in which they are held responsible for the current situation and therefore the burden of preventing industrial action rests with them.

3.4 To support industrial action by both trade unions (UCU and UNISON) in the event of compulsory redundancies being given to any member(s) of staff at SOAS

Name

Student Number

1. Malena Bastida	639858
2. Ciro Puig	653340
3. Siddharth Chakravarty	554823
4. Oscar Ward	653161
5. Valeria Racu	640629
6. Krish Aurora	640721
7. Nayon Ahmed	648313
8. Phoenix Scotney	629837
9. Zoe Harmor	625304
10. Nicolas Navarro Padron	657484
11. Georgia Heapy	609508
12. Uzair Ajmi	651214
13. Charlie Dexter	651508
14. Dafydd Vaid	656429
15. Remy Penna	647897
16. Smriti Roy	653291

17. Ludovica Giungi	652805
18. Koko Alhusainy	639549
19. Chloë Cochran	652634
20. Marie Wehner	656906

21. Roza Atac	652493
22. Giulio Grilli Cicillioni	636959
23. Madina Trevathan	651448
24. Daniel Selwyn	656546
25. Derick Armah	637213
26. Robyn Edwards	638007
27. Ludovica Longo	639997
28. Abhishek de	640397
29. Caren Holmes	665112
30. Lola May	657499
31. Sonja Shah	641476
32. Rachel Lindfield	650686
33. Mina-Mae Alexander	663239
34. Ferdinando Cinotto	647603
35. Honorine Faller	636336
36. Juan Jorge Leonarte	636167
37. Shaana Yogeswaran	645316
38. Marie-Aminata Peron	651775
39. Jamila Versi	629176
40. Randa Toko	573664

41. Julia Alting	664870
42. Imogen Kropf	652131

43. Nor Fadhil	652669
44. Nour Louhichi	657503
45. Lola Olufemi	665303
46. Lola Pont	660998
47. Soheil Rahimi	638412
48. Taufiq bin Bambang Sugeng	611135
49. Adam Willman	665772
50. Agnes Collet	632892
51. Nima Mudey	612607
52. Hashim Rashid	655813
53. Talulla Cameron	647196
54. Lana Shukir	625869
55. Gabriel Huland	657377
56. Tam Hau-Yu	657519; hy12
57. Ruby James	625624
58. Valya Valentinova Marinova	640447
59. Jacob Cardwell	650962
60. Clara Mathews	665116

61. Mamidipudi V Soumithri	665526
62. Oona Viguerie	644488
63. Bruno Montesano	666640
64. Tom Straker	647535
65. Abigail Brine	662407
66. Devan Wells	645798
67. Zayna Raja	626407
68. Romilly Mavin	666489
69. Lord Ali mutter	657661

70. Katie Gallogly-Swan	666800
71. Oliver Hampden	663466
72. Anabelle Basterrechea-Jones	637069
73. Katherine Saunders	651156
74. Saly Touré	652704
75. Sanne Luijendijk	656514
76. Miquel Bibiloni	625545
77. Liziwe Ntshweza	666046
78. Erin Clarke	659192
79. Mazaher Abbas	614069
80. Poppy Alaba Camus-Doughan	657853
81. Niall Almond	666678
82. Lisa Pfister	665510
83. Alison Rice-Murphy	636046
84. Zainabb Hull	666386
85. Zoya Rehman	666183
86. Alfie Chapman	626224
87. Andrew Knight	646767
88. Sheena Davies	653693
89. Sam Hine	636589
90. Hisham Pryce-Parchment	661289
91. Jemma Stafford	203544

92. Charli Keely 650579

93. Frances Everett 646889

94. Robert Bleibtreu 644891

95. Jessica Caute 667655
96. Will Durrant 646778
97. Jack Toner 596010
98. Michael Shand 638909
99. Celia Newell 665190
100. Poppy James 660606
101. John Mjengwa 652893
102. Quinnan Dewi De Veras-Oldham 637412
103. Roland Bareham 653425
104. Vilde Norenes Hilleren 627556
105. Mosè Vernetti 646942
106. William Hofmann 603072
107. Indigo Lilburn-Quick 640261
108. Hashim bin Rashid 655813
109. Gloria Ciaccio 663339
110. Giulia Teodora Jacchia 663197
111. Michaela Pantoja 651730
- 112: Amaani Master 648437
- 113: Peadar Seán Connolly-Davey 639409
114. Saarah Ahmed 595092
115. Lynsey Robinson 665755
116. Peter Kwasiborski 628755
117. Rowan Weaver 657558
118. Hilde Rønnaug Kitterød 646885
119. Abe Linskens 662158
120. Megan Conville 665248
121. Doulton James Hall 660795
122. Cuong Pham 645096
123. Archanaa Seker 665966
123. Baichun Huang 665393
124. Elodie Graux 639886

125. Mimi Parsons Scott 663386

126. Sebastien Brion 652937

127. Thomas Fox 667738