



St Andrews University staff in several units are facing threats of redundancy and detrimental changes to their terms and conditions.

Who is affected?

“Risk of redundancy” letters have been served on a large number of staff in Residential and Business Services, and also on staff in IT Services and Business Improvements.

A restructuring with a clear threat of staff downgrading is also taking place in SALTIRE (St Andrews Learning and Teaching: Innovation, Review and Enhancement), Staff Development, and GRADskills.

What’s the problem?

While we do not oppose the notion of restructuring in principle, the unions’ view is that the University has not made a compelling business or academic case for any of the proposed changes.

Even if a case were made, the unions would remain opposed to the use of compulsory redundancy. A prestigious and long-standing institution such as St Andrews should deal with restructurings gradually and reasonably. Any staff changes required should be secured by retirement (normal or early) and by decent voluntary severance schemes. Changes to terms and conditions must be agreed with staff in the absence of undue pressure.

What are the unions’ demands?

1. Transparency. This includes making accurate information available to all staff in a timely manner. It also means not prejudging the outcome of consultations by beginning to implement changes while negotiations are still going on.
2. No detriment. We are asking the University to guarantee that no detrimental changes will be made to the terms and conditions of existing staff.

For more information, and to sign our petition, please see the Joint Union Committee web site: <http://standrewsunions.org/juc/>



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