

Dear All,

Thank you for your collective email dated 28 January 2021, following the first collective consultation meeting on 26 January 2021 in which you have asked for a further collective consultation meeting before individual consultation meetings take place. Our position is we do not agree that this is necessary.

The reason for your request is that "no meaningful consultation has taken place". However the consultation process which is being undertaken on the University's proposals is exactly that - a process, rather than something which is completed in a single meeting and it has a number of separate strands.

We are well aware of our legal obligations to consult meaningfully with our recognised trade unions under s188 TULRCA and meetings with the relevant unions have and will take place for that purpose. In addition, the University is undertaking collective consultation meetings with staff and union representatives as referenced in para 6.11 to 6.19 of the Redundancy Ordinance Procedure.

We consider that the first of these collective consultation meetings with staff and trade union representatives on 26 January 2021 did meet the requirements of para 6.12 of the Redundancy Ordinance, in relation to introducing, as relevant, the issues set out in paragraphs 6.12 of the Ordinance (reasons for the proposed dismissals; the proposed method of selection; redeployment opportunities; and other relevant information). As is clear from the Redundancy Ordinance, there are opportunities following that meeting for staff to feed back on the proposals and to discuss the issues with their trade union representatives, and a further collective consultation meeting with staff and union representatives will take place, scheduled for 10th March 2021.

Under the Redundancy Ordinance, individual consultation meetings are to take place in parallel with the collective consultation process with trade union representatives under s188 TULRCA. Paragraph 7.1 of the Redundancy Ordinance states that individual consultation meetings with affected members of staff will normally begin as soon as reasonably practicable once the first collective consultation meeting has taken place. A number of appointments have been made available, and can also be found [here](#), for staff to book their individual consultation meeting. We are offering this as part of the process of meaningful consultation.

We do not agree that the information which has been provided is not sufficient to allow meaningful consultation on the University's proposals at the first individual consultation meetings. However we do recognize that at the 1st collective consultation meeting there were requests from staff and union representatives for a number of points to be clarified and therefore we have provided further information in the attached document. The document includes further information about the reasons for certain ULSB staff being placed at risk following the initial screening exercise, expanding on the information as outlined in the case for change document.

It is not correct that the initial screening exercise is "effectively determining whether or not members of staff will be made redundant". The screening exercise was undertaken to identify which members of staff in ULSB are "at risk" of redundancy as a result of the proposal to divest from activity in Critical Management and Political Economy and the proposal to make redundant those staff who primarily research in those areas.

That screening exercise was necessary, in order to identify those staff to be placed at risk of redundancy. It would not have been appropriate to place all staff in ULSB at risk of redundancy and then conduct the same exercise. However, no-one has been selected for redundancy at this stage. The assessment made in the screening exercise in relation to staff who have been placed at risk of redundancy is provisional and is subject to consultation. The consultation process will allow further consideration of whether those staff who have been placed at risk are primarily researching in the areas of Critical Management and Political Economy. If it is concluded through the consultation process that staff are not, then they would not be made redundant.

The individual consultation meetings will therefore proceed and will provide an opportunity, as one element in the overall process of consultation, for affected staff to understand the reasons why they have been placed at risk, to respond to and challenge that reasoning and to provide any additional information they consider relevant. We therefore request that staff book an appointment by close of play Tuesday 2nd February 2021 or notify us if they are unable to attend at the times currently offered. If staff do not book into the timetable then we will send through individual invites to meetings. The purpose of offering a variety of times to staff is to provide increased flexibility for staff.

Yours sincerely

Professor Jim Devlin
Dean of ULSB

Cc: Professor Dan Ladley
Professor Henrietta O'Connor
Sarah Seaton
Caroline Johnson
Brigid Boucher