

To
Professor Jim Devlin & Professor Dan Ladley

CC:
Professor Henrietta O'Connor
Caroline Johnson
Brigid M.C. Boucher

5th February 2021

Dear Professors Devlin and Ladley,

Thank you for your email from 1st February 2021 and the additional information you provided on the process of 'screening', in particular the definitions of CMS/PE used to conduct the screening and the identification of one specific journal considered an indicator.

As you know we are awaiting further clarification on the question of the proper application of the redundancy ordinance as currently discussed between union representatives and the university for all affected departments in the university.

For ULSB's case, we specifically seek further clarification on the process and methodology of the screening exercise before 1st individual consultations can go ahead.

In your email from the 1st February, you pointed to the centrality of the screening exercise to the redundancy process:

"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."

We have not yet received full information on how you conducted a fair and objective process of screening.

In particular, we wonder how you established a 'primary' engagement of targeted staff in CMS/PE. What metrics were used to determine 'primary', and how were the separate elements in the 'basket of indicators' used and weighted. Were any other journals used apart from the one identified? With regards to the concepts used for the definitions of CMS/PE, were any of these used as proxies for CMS/PE in your analysis of indicators, which ones and with what weighting?

We do not consider a 1st collective consultation to be concluded, as such questions have not yet been answered, preventing us from understanding the process of selection that allowed you to establish in a fair and objective manner the redundancy pool out of all colleagues in scope.

We repeat that we are not refusing individual consultations.

We seek an additional first collective consultation meeting to receive full information about the selection criteria and methodology, as required by the redundancy ordinance, and to be able to ask further questions that may arise from your responses.

Yours Sincerely

Dr Gareth Brown, Professor Gibson Burrell, Dr Joseph Choonara, Dr Sam Dallyn, Dr Valerie Fournier, Dr Fabian Frenzel, Dr Chris Grocott, Dr Oz Gore, Dr Ronald Hartz, Dr David Harvie, Dr George Kokkinidis, Professor Hugo Letiche, Dr Geoff Lightfoot, Professor Simon Lilley, Dr Keir Milburn, Dr Martin Wood.