

RESTRUCTURING AND REDUNDANCIES

It was recognised and agreed throughout the discussions that there would be job losses and that the measures could not prevent all of these.

The availability of redundancies is not as broad, however, as the generalised forced redundancy provisions in most EAs. Universities will not have an unfettered ability to use forced redundancies as a cost-cutting measure. The circumstances that will give rise to the use of forced redundancies are where the redundancy is due to the permanent abolition of a substantial work function (such as the abolition of a discipline) or closure of a campus, or where the redundancy is due to an insufficiency of work in a particular work unit or function and there is a surplus of employees.

Across the board redundancies can be used where work has been eliminated and restructuring can occur in multiple areas simultaneously.

Forced redundancies can also only be implemented after all impacted staff have first been offered voluntary redundancy, with the University needing to accept applications from all staff involved with the exception of those employees who are considered vital for the continued effective functioning of a work unit or function, and subject to the total number of departures needed.

Staff consultation on major changes proposals will occur after the timeframe and method of consultation has first been considered by the CTMC, or by the Arbitrator if not resolved by agreement or a majority view of the CTMC. The CTMC, does not, however, have any role in contesting the substance of the major change proposal or the decision of the University to proceed with changes after consulting with staff.