

# WHAT IS HAPPENING?

## OUTSOURCING

QMUL prided itself on moving all cleaning, maintenance, and hospitality staff in-house & on the London Living Wage. But management now spends millions on outsourced agencies which paid under LLW until unions challenged this.

Students are urged to fill in 'Missed Teaching Reporting Forms', without indication what the data is used for. It was developed by the Industrial Action Contingency Group and only pushed during strikes.

## SNITCH FORMS

## CENTRALISATION

Professional Services moved from Schools to centralised posts, from campus to Dept W, from permanent to fixed-term. This severs them from students & academics and affects institutional memory.

## GRADE 1 LINGERS

Staff on Grade 1 cannot make ends meet. Campus unions are campaigning, to abolish the grade and uplift wages, while management increase the number of staff on it.

## REORGANISATION

The Faculty of Humanities & Social Sciences is being restructured. Two Schools are being targeted first, but across HSS programmes, PGR/TATF teaching and support for research are at risk.

Post-graduate researchers are central to research development, key to teaching provision, and are being trained themselves. Their status does not fit an easy accounting box. The drastic interventions which limit their ability to teach and reduce them to merely 'in training' would reduce their role in the university, hamper their career development, and unbalance Schools.

## REDEFINING PGR

Schools are being forced to cut budgets for Teaching Associates & Teaching Fellows without any assessment of the impact. TATFs are key to delivering teaching; slashing their numbers increases workloads for remaining staff and harms students. Spending millions on outsourced services for Maths and writing support elsewhere is not a solution.

## STUDENT-STAFF RATIO

## UNION BUSTING

While the East End has a long Trade Union history, management sidelines and undermines organising: punitive deductions that inhibit taking action; break-in in union office; refusing meaningful consultation; withholding info.

## SURVEILLANCE

Staff got 'visual sensors' in individual offices, without consultation. SET refuses to clarify what this data is used for.

These interventions are communicated in isolation but together irrevocably change the nature of QMUL. They all are justified by financial savings, yet there is little accountability about the accounts, projections, and miscalculations. Staff & students should be involved in these decision making processes, receive transparency about financial justifications, and set priorities.

Colleagues can help each other navigate the university and the changes ahead in HSS, PGR education, and TATF contracts.

# LET'S ACT TOGETHER

We need **transparency**. The university is embarking on a big programme of change. Staff need to have access to the right information to trust that process and shape it.

**Students and staff are the university** and should have a say in its future. All should be formally consulted on organisational change, including risk and equality impact assessments.

We are **collectively affected** by restructures, not single programmes, isolated Schools, or particular employee groups. 'Doing more with less' leads to staff subsidising the university with our labour in skyrocketing workloads.

JOIN INFORMATION SESSIONS.  
ORGANISE YOUR DEPARTMENT.  
SHARE CONCERNS. RAISE  
QUESTIONS.

Collectively, we are better equipped to ensure our university acts and shapes its future in line with its mission and with the concerns and interests of staff and students at its heart. **When unions are strong, everyone at the university benefits.**



## JOIN UCU

Not just a 'lecturers union', UCU has members among academic, research and teaching staff, as well as professional staff in IT, libraries and administrative roles, mostly Grades 4-8.



## JOIN UNISON

Unison represents professional services and support staff, in security, cleaning, libraries, IT and administration roles, mostly between Grades 1-4.



## KEEP INFORMED

We keep track of all information that is shaping decision making to generate transparency and enable colleagues to make well-informed assessments and decisions.