

**'No confidence' in UoE leadership re TERS, potential restructure/redundancies, financial strategy and information sharing**

**This Branch notes:**

1. The Voluntary Severance scheme (TERS) announced 25 March 2024.
2. The [Exeter UCU \(EUCU\) committee motion of 17 April](#) setting out concerns about TERS and requesting sufficient financial and strategic details to understand, test and – where necessary – challenge UoE management's justification for the scheme and the possible implications for staff and students.
3. UoE leadership's ongoing refusal to share such details, including the papers presented to Council when use of TERS was approved
4. UoE leadership's consistent presentation of the university's finances in a negative light, using this to argue staff costs are too high and must be reduced, while simultaneously defending expenditure in other areas as positive 'investment'.
5. Recent Vice-Chancellor all-staff talks (17 April and 21 May) have repeatedly suggested compulsory redundancies may follow if TERS does not achieve its (as yet unspecified) savings target.
6. The current implementation of a revised university workload model for the 2024/25 academic year, which stipulates no formal review of an individual's workload will be triggered until 20% overload is reached.

**This Branch believes:**

1. The refusal to share sufficient financial and strategic details re TERS and related savings/expenditure plans with the EUCU committee or the wider UoE community is a governance failure and symptomatic of a broader culture of top-down decision-making that sidelines what should be one of the university's greatest assets: its staff.
2. That the university's finances provide no justification for cuts to existing staff (either by inducement now, or by force in the future). UoE leadership's attempts to reduce staff costs are a strategic choice (e.g. to prioritise spending in other areas) and this strategy has not been shared with campus unions or the wider university community.
3. A credible, serious threat exists of restructuring and compulsory redundancies within the next twelve months, possibly as soon as autumn 2024 and exploiting the headroom artificially created by the revised workload model (see 'This Branch notes', point 6).
4. TERS must not be used as any kind of justification for future restructuring and redundancies (e.g. by arguing that the failure to meet TERS's unspecified savings target renders such restructuring and redundancies inevitable).
5. Any workload overloads (of any scale) are only acceptable as a temporary last resort and must never be used to facilitate or justify staff cuts - either through TERS or any future restructure/redundancy programme.

**This Branch resolves:**

1. To pass a verdict of 'no confidence' in the leadership of our university: the Vice-Chancellor, the University Executive Board and Council.

2. To request that the EUCU committee continue to press UoE leadership for full information on TERS and related future strategies, spending priorities, savings targets etc that may have any link to plans for/justification of future restructuring/redundancies.
3. To make all necessary preparations this summer for future industrial action so that our members can then have the choice of being balloted for such action as a credible defence, should UoE leadership attempt any programme of restructuring/redundancies.