

# **The University of Liverpool:**

**Dismissing its staff  
to force them to work  
harder: ‘pioneering’  
in all the wrong ways**

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**NO to mass dismissals and  
heavier workloads**

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**NO to negotiations at gunpoint**

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**NO to management by diktat**

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**NO to attacks on the foundation  
of our reputation**

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# Pioneering in all the wrong ways

- The University of Liverpool claims to be 'one of the great centres of research, knowledge and innovation' with a 'pioneering' reputation.
- Yet the senior management have embarked on a course of action that is pioneering in all the wrong ways and will only serve to damage its treasured reputation.
- Senior management have issued a Section 188 notice of their intention to dismiss more than 2800 staff at the university and rehire them on inferior contracts that compel them to work more hours, more weekends and more bank holidays.
- Staff on the PMSA academic-related contracts, including many of our members, now face the prospect of being dismissed and then rehired on contracts that require them to work more evenings and weekends, without any compensation.

## AN ISSUE FOR EVERYONE AT OUR UNIVERSITY

- The university management has effectively decided to force through these changes by dismissing hard-working staff and by-passing their unions.
- This is a disgraceful move that places the university outside of all the norms of decent industrial relations. It is the act of a rogue and pariah institution.

- The university management's actions are an issue for every UCU member and every member of staff on our campus.
- We cannot stand by and allow staff or our unions to be treated in this way.

## WHAT DOES UCU WANT?

- UCU and other unions have been trying to negotiate an agreed solution to the issue with the university management.
- On 7 June, we received a letter informing us that they intended to dismiss all affected staff and rehire them on inferior contracts whatever we said. We cannot negotiate at gunpoint.
- UCU is calling on management to step back from this unprecedented action, withdraw the dismissal notice and come back to the table to talk.
- If they fail to do this, we will be forced to ballot our members for a campaign of escalating industrial action.

## WHAT YOU CAN DO TO SUPPORT OUR CAMPAIGN

Sign the petition here:

[www.ucu.org.uk/liverpool\\_dismissalpetition](http://www.ucu.org.uk/liverpool_dismissalpetition)

**Not a member yet? There has never been a more important time to join UCU at the University of Liverpool. Join now here:**

<https://join.ucu.org.uk>