



**HIGH  
ENOUGH  
ENOUGH  
ENOUGH  
ENOUGH**

*is*

**ENOUGH!**

**SAY NO TO UNREASONABLE  
ROLE EXPECTATIONS AT THE  
UNIVERSITY OF LIVERPOOL**

**UCU**

University and College Union

# ENOUGH IS ENOUGH!

## Unreasonable requirements imposed

The University of Liverpool has refused to withdraw unreasonable role expectations. UCU see no academic rationale for the development of unreasonably high research publication output requirements as a result of the research code of practice. Requirements that do not take account of local variants and exceed what is required in current REF guidance and what is required in any new REF code of practice. The developing practice of linking REF preparation with individual performance management is unwarranted. Such actions seek to embed the false identification of what the employer believes is an under-performing staff member as was experienced during the aggressive voluntary severance scheme before these developments.

## Discriminatory teaching quality framework

Additionally UCU sees no academic rationale for the imposed introduction of a teaching quality framework that is performance-capability driven. It seeks to develop performance targets beyond agreed role expectations with a heavy reliance on student evaluation which is recognised as potentially discriminatory. Again your employer wants to impose higher performance targets with the potential for punitive action.

## Detrimental timetabling policy

Your employer's decision this academic year to also impose an amended centralised timetabling policy has created a cumulative detrimental impact on our colleagues. The amendments seek to increase teaching commitment time while also reducing protections that previously existed for the adequate allocation of research and scholarship time.

## UCU is fighting back

UCU will continue to engage with management to try to find ways to remove these unreasonable role expectations from UCU members. Your negotiators need to demonstrate to your employer that UCU members stand together in rejecting them.

**USE YOUR VOTE - VOTE YES TO STRIKE ACTION AND  
ACTION SHORT OF A STRIKE**

[www.ucu.org.uk/join](http://www.ucu.org.uk/join)

**UCU**