**UCU Paper: Failure to adequately consider potential Health & Safety and related risks as part of University's plans for 2024-2025**

There is real concern that an organisational risk assessment is only now being carried out by the University ***post hoc*** having established and embarked on plans to

1. elevate financial contribution targets for schools,
2. impose a recruitment freeze, and
3. offer a voluntary severance scheme.

It is becoming clear that the University failed to adequately consider the potential Health and Safety implications of the recently elevated financial contribution targets for schools and that doing this ***post hoc*** may constitute a breach of Health and Safety legislation.  This would leave the University’s senior management team open to the charge of proceeding in a less than competent manner.

Furthermore, there is concern that both the recruitment freeze and the announced severance scheme is already resulting in serious staff gaps which will lead to unintended consequences and reputational damage. An example would be cases which relate to failures of information management and resultant major fines from the Information Commissioner’s Office.

The Union requests:

* that the work on the Organisational Risk Assessment is expedited with a view to ensuring that prompt action is taken to mitigate Health & Safety and related risks arising from the current plans,
* that in future relevant risk assessments are conducted prior to implementing change.