**P23-24/102**

**Motion on Cost-cutting measures at Cardiff University**

Cardiff UCU notes:

* That Cardiff University have announced that they are facing significant financial challenges and an underlying operating deficit of around £35 million this year
* That Cardiff University have refused to share financial documents with Cardiff UCU including:
	+ The 23/24 Budget
	+ Details of any loan covenants
	+ Projections for future years (income, expenditure, balance sheet, cashflow)
	+ Future capital development plans
* That Cardiff University are implementing a range of cost-cutting measures including “strict recruitment control”
* That members have reported cuts to a range of programs, modules and research budgets

Cardiff UCU believes:

* That we have not been given sufficient evidence of the need for cost-cutting measures at Cardiff University
* That even if cost-cutting measures are necessary, cuts to staffing should always be a last-resort
* That the current Voluntary Severance Scheme and "strict recruitment control" will lead to a reduction in workforce and increase in workload

Cardiff UCU resolves:

* To communicate to the Cardiff University Executive Board that we:
	1. Cannot accept the need for cost-cutting measures until financial documents have been shared with us for independent review
	2. If cost-cutting measures are shown to be necessary, cuts to staffing should not be explored until all other avenues, including non-staffing cuts, have been exhausted

Proposed by Lucy Riglin