



Fair deal on redundancy pay for all staff

Date and type of General Meeting: Annual General Meeting, 18th June 2025

Status: Passed

Motion text:

The branch notes:

1. The Academic Annex allows redundancy payments beyond the statutory amount but does not specify the formula to be used.
2. The Professional Services Staff (PSS) redundancy procedure includes a formula for enhanced redundancy pay.
3. The School refuses to apply the Annex to research and policy staff in breach of their employment contracts, using PSS redundancy pay as a justification.
4. The School told branch representatives that the Annex automatically results in no enhanced redundancy payment, despite the fact that this is not precluded.
5. Some HEIs pay much more, e.g. 20% of annual salary on top of LSE's formula for PSS.
6. Mass redundancies are sweeping the sector. The Operations Excellence Programme and Academic Annex negotiations fuel similar worries at LSE.
7. Both the Academic Annex and PSS redundancy procedures are under renegotiation. The School side has resisted UCU's claim to equalise redundancy pay in Annex negotiations.

The branch believes:

- a. Redundancy should always be the absolute last resort, only when saving a job is impossible and no suitable position can be offered or created.
- b. Where unavoidable, all staff deserve the same enhanced redundancy payment.
- c. The existing enhanced redundancy pay formula (for PSS) should be improved.

The branch resolves to:

- i. Call on the School to guarantee academic staff the same enhanced redundancy pay as that offered to PSS where redundancy is unavoidable.
- ii. Mandate the committee to fight for larger enhanced redundancy payments for all staff categories.

Proposing group: Submitted by Committee

Amended: No

Total votes:

- For: 55
- Against: 0
- Abstained: 0