

**Motions adopted by**

**Academic Related, Professional Staff National Annual Meeting**

**Thursday 14 February 2019**

**Motions**

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| **Motion** | **Submitted by:** | **Title** |
| **1** | **University of Leeds** | **Supporting student counselling services** |
| **2** | **University of Leeds** | **Investigating the effect of hubs and service' centralisation** |
| **3** | **University of Leeds** | **Damaging changes to IT services** |

**Extract from Standing Orders relating to motions**

Standing order 2.6 states that:

Resolutions passed at the annual meeting will be advisory. They will be submitted to the National Executive Committee, together with any advice and recommendations from the Academic-Related Staff Committee, and a copy of the draft minutes of the annual meeting

**Motion 1 Supporting student counselling services**

**Proposer University of Leeds**

**Word count 128**

This meeting notes:

* The increasing awareness across HE of student mental health needs.
* The importance of student counselling services in supporting students.
* That some universities are downgrading student counsellors while adding additional tasks to their roles.
* This leads to counselling staff being overloaded, demoralised, devalued and stressed.

This meeting believes:

* Student mental health needs are best met by professional in-house counsellors.
* More student counsellors are needed to handle increasing demand.
* Counselling staff do a difficult job which should be respected by management.
* Counselling staff should not be casualised or downgraded or have their hours reduced.

This meeting resolves:

* To publicise the important and effective work done by student counsellors
* To campaign for counselling services to be better resourced and for their staff to have improved pay and conditions

**Motion 2 Investigating the effect of hubs and 'service' centralisation**

**Proposer University of Leeds**

**Word count 112**

This meeting notes motion HE21 carried at Congress 2018, copied below, and asks the Higher Education Committee to arrange for a report on this investigation to be circulated to branches as soon as possible.

### HE21 Evidence gathering: investigating the effect of hubs and 'service' centralisation

Conference notes the move to a hub or centralisation model for services (e.g. IT, health and safety) across many universities and the consequences of this, including downgrading and members being moved, against their will, to different roles in the university.

Conference requests that the national UCU team investigate the consequences of moving to a hub or centralisation model and produces a report to share with UCU branches.

**Motion 3 Damaging changes to IT services**

**Proposer University of Leeds**

**Word count 152**

This meeting notes:

1. Reorganisations, centralisation, and diminishment of IT services in many HE institutions.
2. Increasing use of consultants and outsourcing.
3. System and subject specialists are being lost and jobs downgraded: remaining staff are hard pressed to maintain services.
4. This damages morale and mental health of IT staff and impacts significantly upon teaching and research.

This meeting believes:

1. This trend has damaged the academic team, is inefficient, and fundamentally changes the nature of working at a university.

This meeting resolves UCU should launch a well-resourced UK-wide campaign to:

1. Improve recruitment of IT staff to UCU
2. Oppose outsourcing and usage of IT contractors
3. Retain and develop in-house IT specialists in appropriate areas
4. Publicise how blanket IT centralisation policies fail HEIs
5. Demand recruitment, training and support of permanent IT professionals
6. Demand negotiations wherever IT staff losses are proposed, whether through voluntary or compulsory schemes.