

## Joint SOAS/ UNISON Statement on Transformation & Change

SOAS commits to no compulsory redundancies for professional services staff as part of the Transformation & Change Project. This is based on the numbers of people who remain at risk of redundancy and the posts still available within the new professional services structure, and the expected student numbers.

This commitment is underpinned by an agreement with UNISON to implement a three-month extended redeployment period (1 October – 31 December 2020). This will include a series of measures to support redeployment. If there are any outstanding cases at the end of the extended redeployment period, SOAS and UNISON will review these together.

### Measures to support redeployment

#### 1. Extended redeployment period

- (i) People at risk will continue to be paid at their usual salary until 31 December 2020;
- (ii) At risk cleaners to be added to the new cleaning rota on their preferred shifts during October 2020, during which time we will work to resolve the outstanding cases in this area;
- (iii) Implementation of the new security rota to be delayed until 1 November 2020, with Security Officers remaining on their current hours and working pattern, allowing time for concerns about shifts offered to be resolved
- (iv) Former catering staff to remain on SOAS Furlough Leave during the pause unless redeployed into an alternative role, and subject to the same arrangements as other “at risk” people afterwards;

#### 2. Guaranteed offer of voluntary severance for those at risk (deadline: 5 October)

- (i) Same terms as the previous VS scheme, or
- (ii) Statutory redundancy entitlement + PILON + £1000 where this is higher than VS, or
- (iii) A payment of £1000 (in addition to PILON) for anyone who does not have two years’ service and has therefore not previously been entitled to VS;

#### 3. Redeployment support

- (v) Each person who remains at risk will have a Redeployment Managers appointed who is expected to meet with them regularly
- (vi) We will support redeployment into posts where the person can develop into within a reasonable period, with a written development agreement (approved by the Redeployment Manager, Director and Staff Learning);
- (vii) People at risk are expected to engage in the redeployment process, for example, attending meetings, considering posts that are dissimilar to their current role, attending development opportunities;

#### 4. Redeployment process

- (i) *w/c 21 September*: Letter to all those remaining at risk confirming their current status and outlining the VS and redeployment options available to them;
- (ii) *Stage 1*: An expressions of interest process for all those at risk for available posts across all directorates (including interviews as needed);
- (iii) *Stage 2*: Opportunities for internal recruitment for people already appointed into the new structure, where practicable, to create additional backfill opportunities for redeployment.

Review following extended redeployment period

1. SOAS will update UNISON regularly on progress during the extended redeployment period, identifying and resolving issues as early as possible;
2. Where people want to stay at SOAS and redeployment is likely, we will extend the redeployment period further to allow additional vacancies to arise through turnover;
3. Where appropriate, redeployment into a post at a lower grade will be considered with pay protection for up to a further three months.

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