

## **Flysheet: Statute XII Debate**

The Legislative Proposal before Congregation seeks to amend Statute XII, the Statute that governs major aspects of the employment of all academic staff of the University. We believe that in its present form, the Proposal will diminish the authority of Congregation and segment the academic workforce by reducing the protection against redundancy for certain academic related staff.

The purpose of the proposed amendment is:

1. To ensure that all academic staff as defined in Part A section 3 retain the same level of protection against redundancy as they are assured of under the present Statute and to apply the principles of justice and fairness equally to all such staff;
2. To ensure that Congregation retains all the powers of governance that it holds under the present Statute without those powers being in any way diluted or diminished.

### **Proposed amendments:**

#### **Part B subsection 12(2)**

This subsection to be deleted in its entirety

Re-number Part B subsection 12(1) as Part B section 12

#### **Part B section 13**

After the words:

‘A decision under section 12 shall be referred to a Redundancy Panel selected by lot by the Registrar in accordance with regulations as set out in section 10, to consider proposals for such reductions as may be referred to it from time to time.’

Insert the words:

‘The appointment of a Redundancy Panel shall require a prior decision of Congregation except in those instances involving employees on open-ended contracts where the need for redundancy arises through the withdrawal of external funding.’

#### **Part B section 13 to read:**

13. A decision under section 12 shall be referred to a Redundancy Panel selected by lot by the Registrar in accordance with regulations as set out in section 10, to consider proposals for such reductions as may be referred to it from time to time. The appointment of a Redundancy Panel shall require a prior decision of Congregation except in those instances involving employees on open-ended contracts where the need for redundancy arises through the withdrawal of external funding.

<b>Name</b>	<b>Affiliation</b>		<b>Name</b>	<b>Affiliation</b>
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David Helliwell	Bodleian Library		Margaret Watson	Wadham
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