



A Manifesto for Change – UNISON and London Metropolitan University

Following the recent publication of both the Melville and Deloitte reports into the financial and leadership crises at London Metropolitan, UNISON proposes a fresh start for the University grounded in the following principles:

- **A new constitution**, based on openness, accountability and with clear checks and balances for the senior management. There should be at least two elected staff representatives on the Board of Governors representative of academic and professional service staff. Trade union representation on the new Governing Body is also expected – with full access to all relevant information – in order to ensure that all staff have a representative voice
- The **cessation of continued bonus payments** and the scrapping of PADAS and performance related pay (PRP) for management AND all Merit Awards for PSG staff.
- The collapse in the university's financial security should be mirrored by a subsequent **reduction and reigning in of extravagant salaries**: The Vice Chancellor's pay should be brought in line with the current trends in the sector and they should not be receiving wages in excess of the Prime Minister. An annual salary of £190,000/year would lead to a saving of £80,000.
- **Our services need to be brought back in-house** – cleaners, schoolkeepers, caterers, maintenance and all IT and media support staff should be employed by the university developing a sense of unity in the institution. The terms and conditions of these staff/all staff must be harmonised.
- No more poverty wages: cleaners to be given a **London Living Wage of at least £7.60** per hour
- The culture of the organisation has to be realigned in favour of **a more collegiate and fraternal partnership**. The banishment of the dictatorial and bullying cultures which led to the current situation should be a priority.
- A clean slate is possible only with the **resignation of the current Board of Governors and members of the Executive Group**. The appointment process for the new Governors should be open and transparent .
- The university has to be renewed and rebuilt yet it should **remain predicated on the principles and practical applications of widening participation**
- A commitment to aiding and developing closer ties with **a democratic Student Union**, with full consultation with the National Union of Students, students and staff
- A commitment **to increased consultation and transparency** with all levels of staff, students and all unions. In particular to consult with every post-holder whose post will be significantly changed or deleted, at all levels of the institution.
- A commitment to **no compulsory redundancies at London Met**.