

Proposal for UCU members to vote on – 16th June 2026

Scholar

- It was agreed that, pending on the results of VR applications on Monday 22nd June (and reaching a target of 7 for redeployed and VR-accepted staff), CR could be removed as a mechanism for dealing with staffing in Scholar. It was also confirmed that the financial target for Scholar (previously £400k) would be removed and (assuming the above staffing target is met) the unit would be supported for the foreseeable future to strengthen its integration into Heriot-Watt services moving forward throughout 2027
- To aid chances of redeployment, forthcoming opportunities elsewhere in IS (which may be suitable for Scholar staff) will be brought forward and staff made aware of these opportunities. Whilst it is understood that there is no guarantee that the skillsets of staff will match redeployment opportunities, every effort will be made to use this mechanism to support Scholar staff. It will also be possible for Scholar staff to make use of these opportunities during the notice period that they may be working as a result of VR (again, depending on suitability of post); this is in accordance with the redundancy policy which states that staff who are taking VR will be eligible for redeployment until their exit date and, where a redeployment may be available, dates will be adjusted accordingly. In all cases where applications for redeployment positions have been received, they will be processed before the end of the notice period. UCU will continue to encourage staff to sign up to the redeployment register.
- Other commitments in the 11th June offer (e.g. PILON being an option, not an enforced alternative to working notice) will also be honoured.

LINCS

- As per previous offers, a target of 6 has been identified for VR within LINCS after which CR can be removed. The negotiators have asked to compare this target in terms of absolute numbers in LINCS, noting that the current baseline of staff in that unit has changed across different modes of communication (e.g. Rightsizing vs all-staff emails). Comparing this data can form the basis of longer-term discussions around the future form of LINCS and the university has agreed to supply this data. The university commit to providing the data asked for by 5pm on Friday (19th).
- The time between now and July 31st (for VR applications from LINCS) will be focussed on resolving this dispute and, to reflect this, industrial action will be paused for this time (see also below).
- The University agrees that no CR process will begin until March 2027 at the earliest for LINCS staff but that the negotiators will continue to discuss LINCS in

the coming months to explore opportunities to remove CR prior to that, thus providing more certainty to staff in that unit where/when possible. This will be dependent on staffing changes over that period, identification of future opportunities, and a regular review of financial performance

- To aid staff engagement with the process, and provide greater clarity, the university will provide a wider group of senior staff to support the one-to-one consultation process on VR in LINCS. It is noted that the approach to prior communication, e.g. via Townhall, was not welcomed by LINCS staff and has likely had a detrimental effect on engagement. It is also understood that improved staff engagement, in itself, may also reduce the chances of CR being required at all for LINCS. UCU will encourage staff to engage in this new consultation approach, and note the commitment from the university to ensure that Trade Union representation will be supported for all interactions.
- Other material (e.g. Health and Safety report) has been supplied to the Executive documenting concerns about the relationship between management and staff in SoSS. This material will be taken seriously and acted upon; the University commits to investigating findings in line with University policies and procedures, and taking action as appropriate based on the findings
- The university are committed to the long-term retention of LINCS as a key part of the academic offering in SoSS and is taking action now in order to ensure the sustainability of languages provision in the long-term. This involves aligning provision with demand. This includes looking for new opportunities to support the sustainability of LINCS, which may require resourcing areas of growth. Noting the success of the focussed discussions on the research statement, it is suggested a similar, smaller group be set up to investigate this fully.
- The University is willing to explore further training for LINCS colleagues who wish to reskill. As noted in the 11th June letter to negotiators, it will pilot Coursera for LINCS and Scholar employees registered on the redeployment register.

Research statement

- Both parties are committed to a joint research statement, with an intention to publish this by the end of Summer 2026. The key points of this statement have already been identified and there is no obvious obstacle to agreeing on a form of words to communicate this more publicly.

UCU members offering (for members to vote on)

- Members will stand down strike action on Weds 17th and Thurs 18th and, noting the commitments from the university, commit to no industrial action beyond ASOS from now until the end of the LINCS VR process (July 31st 2026 – as documented above). This will allow for dialogue on resolving the LINCS aspect of

the dispute, without losing progress made elsewhere. The mandate for action will continue to be live over this time but both the university and UCU negotiators are committed to continued dialogue (via the format established in June 2026) to find a way forward to formally settle all aspects of the dispute - which is the intended goal of this proposal.