

Reshaping PS supporting FAQ

What is the financial position of the University?

We have been providing regular updates to staff on the financial position of the University. Full details including the assumptions we are making to plan for next year can be [found on staffnet](#). The current situation is very uncertain, and we won't have a full picture of our financial position until autumn 2020.

What is the PS savings target?

The original pay saving target for PS for 2020/21 was £30m over three years. This was set before the pandemic.

In addition to this, we have now set a PS non-pay saving target of £23m in 2020/21. This is to prepare for a potential loss in income of around £160m due to COVID-19.

Further savings are likely to be required and these figures will be revised when we know the outcome of this year's student recruitment round in autumn 2020.

What savings have been made to date?

The freeze on non-essential staff recruitment, making difficult decisions on the renewal of fixed term contracts and offering colleagues the current Voluntary Severance (VS) Scheme will deliver around £22m of PS pay savings in 2020/21. We expect to make further pay savings across 2020/21.

Each Directorate and Faculty PS team has a plan in place to support a significant saving in our non-pay budget, with an initial target of £23m in 2020/21.

Further savings are likely to be required and these figures will be revised when we know the outcome of this year's student recruitment round in autumn 2020.

Why are you doing this now when student numbers and the financial position of the University won't be known until autumn 2020?

It was already recognised that we need to become a [more efficient and leaner organisation](#) to be able to invest in our core goals. It is even more important that we continue with that planned programme of work to improve our financial sustainability. Once we have confirmation of our student numbers we will make decisions on further steps which may be required.

What is the Technical Review?

The Technical Review will create a sector-leading technical service by reducing structural boundaries and fragmentation to fully harness the skills and capabilities of our technical and experimental workforce. It will enable a clear line of sight across structures for service users seeking technical resource. This cross University review has been underway in FSE for a year as part of the move to a two School structure, and has recently begun in BMH with extension to Humanities in due course. More information will be available in the new academic year.

What is Library Reshaping?

From the start of the new academic year, the Library Reshaping Project will deliver a new strategic direction and operating model for The University of Manchester Library. The Library Reshaping will be carried out in the strategic context of international, sectoral and institutional change. The University of Manchester Library will look and feel different but will retain its status as one of the acknowledged great libraries of the world.

Where is SEP up to and what is happening next?

Since much of the Programme's activity was put on pause to enable colleagues to dedicate their time to other critical University activities as a result of the COVID-19 pandemic, a core group of colleagues have continued to work on the technology development, transition readiness and re-planning activity for SEP.

To continue to progress the valuable work from the various SEP Theme Working Groups, an Organisational Change Working Group was also brought together. This smaller group has been reviewing the progress made to date by the Theme Working Groups and reviewing the feedback from various engagement activities that have taken place, to develop high-level organisational design recommendations to support the aims and objectives of the Programme.

Our commitment to the Programme is unwavering and it's important to state that we remain committed to progressing with SEP and delivering its benefits. We expect to have more details to share with colleagues on the next steps following the Programme Board which will take place in early September.

Is there a similar programme for academics?

No further decisions will be made about academic staff until we have confirmation of our student numbers in autumn 2020.

When will more information be available?

As our plans develop more information will be shared with staff in August 2020.

How do these financial cuts help us to deliver Our People Our Values?

Improving our financial performance will help to deliver our ambitious future plans. These plans will ensure that we create the financial headroom to invest in our core goals. That investment will be directed through our strategic change programme which will enable us to embrace new technologies and new ways of doing things that better support all our staff and students to be the best that they can be.

Will there be job losses and if so will there be a VS scheme or will they be compulsory redundancies?

To deliver this we need to reduce our pay and non-pay costs. The vast majority of staff will remain, but unfortunately, there will be job losses. The University is committed to ensuring that this process is conducted fairly and transparently in line with our policies and procedures and will seek to explore opportunities for the avoidance of compulsory redundancy where possible.

Is there a possibility that essential PS services will be left under-resourced by these cuts to pay and non-pay budgets?

We want to ensure that we can continue to invest in our essential services. We will be enhancing and protecting priority areas, although there will be reductions in areas where there is reduced demand. Any changes to services and roles in the University are given very careful and serious consideration.

Are the trade unions being consulted about these changes?

Changes to roles in the University are given very careful and serious consideration. Any proposals for structural changes will include formal consultation with the trade unions.

What is One PS?

One PS was a working title we gave to this programme of work which encompasses PS staff in all parts of the University. Reshaping PS better describes what is being done, and we will be using it going forward.