

23 June 2021

Peter Cox, Managing Director, NOVUS
Philip Johnson, LTE Board Chair
Paul Taylor, LTE Chief Operating Officer
John Thornhill, CEO LTE Group

Dear Sirs

UCU/NOVUS Trade Dispute

I am disappointed to note that once again talks at ACAS last week failed to make progress in relation to resolving this dispute. It would appear that this is due to the employer representatives present not having a mandate to meaningfully engage with conciliation and being unable negotiate to resolve the dispute.

Despite ACAS sessions commencing in April, once again, no progress was made because the employer representatives did not have authority to provide the conciliators or UCU with information with which to progress towards a resolution. If continued, this would risk the ACAS process becoming a sham.

UCU has no particular preference as to which representatives attend the next ACAS meeting from the employer side, but we do seek an assurance that whoever represents your side at the next ACAS meeting comes with the ability to make decisions on behalf of the employer, so that both parties can make meaningful progress without interruptions for repeated references back to secure permission for decisions or for meaningful exchange of information.

Your employees and our members deserve better from the ACAS process than has been realised to date.

Yours sincerely



Dr Jo Grady
General Secretary

Copy: David Prince, Chief Conciliator, ACAS