

Josie Norbury  
Director of HR  
Oldham College

26<sup>th</sup> September 2022

Dear Josie,

I'm writing in response to your letter dated 21<sup>st</sup> September.

I am fully briefed by Nigel Flanagan on the local pay dispute and have had earlier sight of the correspondence you refer to.

I regret you appear to want to conduct industrial relations through legal threats. I imagine our members will take a dim view if the college incurs expenditure on legal challenges when the dispute is about their pay. This approach will not assist in resolving the dispute. It is not the approach I would expect of a fully accredited member of the GM Employment Charter.

UCU have been advised by ACAS that "*...we cannot (and would not) decide when negotiations are at an end.*" This is contrary to your assertion.

I have discussed your letter with Nigel, as well as UCU's Head of Bargaining, Organising, Representation and Operations and UCU's Head of Legal Services. UCU rejects your assertion that an employer can unilaterally close down a trade dispute. Imposing a pay increase without agreement and then stating that the dispute is closed is not within your gift if that dispute is genuinely continuing. UCU have been clear in all correspondence and actions that your attempts to try to impose a settlement on members has not been accepted and has not brought the dispute to an end. I know Nigel Flanagan has made it this clear to you.

I would urge you take a more constructive approach and re-engage in settlement talks with UCU.

Yours sincerely,



**Martyn Moss**  
North West Regional Official

Copies to:  
Alun Francis  
Nigel Flanagan  
Local UCU branch officers