



Jocelyn Prudence
Chief Executive
UCEA
Woburn House,
20 Tavistock Square,
London WC1H 9HU

15 October 2009

Dear Jocelyn,

EMPLOYERS' FULL AND FINAL OFFER – PAY NEGOTIATIONS 2009/10

We refer to the employers' full and final offer presented at the New JNCHES meeting on 15 July 2009. You will be aware that each of our unions has spent a considerable amount of time consulting through our internal structures in order to gauge our respective members' response to the offer. From communications already sent on behalf of our individual unions, you will be aware that the majority of unions have reported the view of their national committees which is that the offer should be rejected.

It is unfortunate that the first negotiating round under the auspices of the New JNCHES bargaining machinery has resulted in such a serious disagreement between the majority of unions and the employers. We believe that the genesis of the current difficulties lies with the approach taken by the employers' side to this negotiating round. The employers' offered the lowest pay offer in the public sector and made the link between the pay rise and job security themselves, however they then refused to engage with the trade unions in any constructive way to promote job security in the sector.

We are now at a stage where a number of individual unions could individually invoke the disputes procedure but while this would be procedurally in keeping with the New JNCHES agreement, it would seem to be a long-drawn out means of tackling our differences.

We are conscious that the New JNCHES agreement also allows for additional meetings to be arranged and so we call for another opportunity for all the parties to meet and seek a negotiated way forward. We believe that a failure to meet and seek a negotiated way forward would compound the difficulties experienced within this first year of negotiations under the New JNCHES arrangements and reflect badly upon the employers' side.

Finding the right procedural approach may assist but, of course, it will not automatically lead to agreement. We believe that the employers' side should reflect on their current position. We urge the UCEA board to seek a revised mandate from subscribing institutions. In particular, we consider it essential for the UCEA board to seek an urgent review of their ability to negotiate to enable constructive dialogue about a jointly agreed and national approach to job security in the sector.

We trust that the UCEA board will give full consideration to this letter in its meeting on 15 October. We look forward to your response.

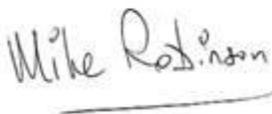
Yours sincerely



David Belsey
EIS
National Officer



Rehana Azam
GMB
National Officer



Michael MacNeil
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Mike Robinson
Unite
National Officer



Jon Richards
UNISON, Senior National Officer
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Professor Bill Wakeham – Chair, UCEA

Professor Keith Burnett – Chair elect, UCEA

Sally Hunt, General Secretary, UCU

New JNCHES trade union officials