



UNIVERSITIES & COLLEGES
EMPLOYERS ASSOCIATION

16 October 2009

Woburn House
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To: David Belsey, EIS
Rehana Azam, GMB
Michael MacNeil, UCU
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Dear Colleagues

2009-10 Pay Negotiations: Trade Union Consultations

Thank you for your letter 15 October setting out your concerns and request for further negotiations.

The UCEA Board met yesterday and gave careful consideration to the issues raised in the letter and the outcome of all the trade unions consultations on the 2009-10 pay offer.

As you will know, we have been willing to hold additional New JNCHES meetings in this negotiating round. We have held four meetings since 30 March 2009, culminating in the meeting of 15 July when we presented the employers' final pay offer of 0.5%, and the offer to take a range of work forward through three new joint working groups. The final pay offer was made against a background of an exceptionally difficult economic climate and in the context of recent pay increases.

We are now at a point where Unison members have voted to accept the increase (albeit reluctantly); we have met with Unite three times since 20 August under the auspices of the dispute procedure; UCU have been in dispute for some months and EIS and GMB are rejecting the offer. This complexity makes the current circumstances challenging.

Our Board reflected carefully on these circumstances and the overall view was that it would not be helpful to offer further negotiations on pay as our final offer reflected fully the mandate that has been given to us this year. We are very willing and indeed our new Chair, Professor Keith Burnett, would be keen to meet you to talk through your concerns as part of the Acas process that we are already in with Unite. It would seem appropriate to widen the discussions to include all unions. We understand you have a joint meeting arranged on 4 November. A UCEA team including Keith could be available in the afternoon of that date. Please let me know if that suits.

Best wishes

Jocelyn Prudence
Chief Executive

Cc: Professor Keith Burnett, Chair of UCEA