



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

21 October 2009

Dear Jocelyn,

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

We refer to your letter of 16 October 2009.

We welcome the offer of your new Chair, Professor Keith Burnett, to be directly involved in future talks. We hope that this signifies that UCEA are keen to engage in meaningful dialogue to resolve the serious disagreement between the employers' side of New JNCHES and the majority of trade unions.

Your offer to make yourself available at ACAS during the afternoon of 4 November is helpful. We note your view that the meeting could be part of the "ACAS process that we are already in with Unite" and that it would be "appropriate to widen the discussions to include all unions". For the avoidance of doubt, it is, however, necessary for us to clarify the status of the meeting in advance.

First, we ask UCEA to recognise that the joint union request for a review of the negotiating remit should not be confused with a meeting held under the auspices of the dispute procedure. As such, it is our view that the proposed meeting on 4 November cannot remove the right of individual trade unions to invoke dispute level meetings under the New JNCHES procedure.

Second, we seek your acceptance that engagement on 4 November does not preclude our ability to press for further meetings of the full New JNCHES.

Third, we seek confirmation that all disputed items associated with this negotiating round and the employers' full and final offer are open for the parties to consider at the meeting proposed for 4 November.

We hope that you are able to respond positively and if so we would seek ACAS advice about the appropriate number of representatives to send to meet with you.

We look forward to your response.

Yours sincerely




David Belsey  
EIS  
National Officer



Rehana Azam  
GMB  
National Officer



Michael MacNeil  
UCU  
National Head of HE



Mike Robinson  
Unite  
National Officer



Jon Richards  
UNISON, Senior National Officer  
Educational & Children's Services

CC  
Professor Keith Burnett – Chair, UCEA  
Sally Hunt, General Secretary, UCU  
New JNCHES trade union officials  
John Woods - ACAS