

Lambeth College
Clapham Centre
45 Clapham Common South Side
London SW4 9BL

Tel: 020 7501 5010
Fax: 020 7501 5041

www.lambethcollege.ac.uk

Principal and Chief Executive:
Mark Silverman MA (Econ)



Sent by email

Barry Lovejoy
National Head of Regional Organisations & Nations
UCU
Carlow Street
London

8th July 2014

Dear Barry

Industrial Action

I refer to our telephone conversation in which, at the end of three days of negotiations, I understand that you took the College's final offer to the branch meeting where it was rejected. I understand that the branch has resolved to end the indefinite industrial action and to return to work tomorrow. Would you please confirm that that is the position as a matter of urgency.

In the light of the fact that the Union balloted for indefinite industrial action and that action has come to an end, any fresh industrial action will require appropriate notice and the ballot procedure being regone through.

It is with great regret, that despite all the efforts of the College, we have not been able to resolve this matter.

For the record, the offer that we made to you was that the new contract would be maintained for new staff, a matter which I believe you are prepared to concede, and that the teaching hours for existing staff will increase by an hour, as at September next year, with a phasing of the reduction in the period of leave over the next three academic years, effectively the next four calendar years (bearing in mind that reductions in holiday entitlement do not have a practical effect until the end of the holiday year).

Further Industrial Action

It would be helpful to understand UCU's position in respect of further industrial action in respect of this matter. The position of the College is that if there is any serious risk that there will be a call for any significant industrial action in the Autumn term of the coming academic year, then we are likely to take the decision to not provide courses in either ESOL or LLD, as we are simply not prepared to enrol students in these areas unless we can assure them of a qualitative outcome. We will recommend they go to another college.

Funded by

**Skills
Funding
Agency**



**European Union
European Social Fund**
Investing in jobs and skills

**INVESTORS
IN PEOPLE**



AoC Charitable Trust
**Beacon Award
Winner 2009**



If we do not run the provision all staff in those areas will be at risk of redundancy.

We will take a decision on this matter in the next few weeks, so I trust that UCU will consider its position extremely carefully.

It is a shame that at the end of this industrial action the Union members have achieved nothing, save to damage the life chances of some of our students. I await to hear from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M. Silverman', with a long horizontal flourish extending to the right.

Mark Silverman

Principal & Chief Executive