

**EDUCATION SECTOR**

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Our Ref: MJR/VT/HE/27/09

13<sup>th</sup> November 2009

**To: Workplace Reps and Branches**

Dear Colleagues

**2009 pay and ACAS discussions**

This is to advise that Unite, EIS, UCU and GMB members have now all rejected the 0.5% pay offer and UCEA's refusal to sign up to a job security and redundancy avoidance process. Unison members have voted to accept the pay offer "through gritted teeth" but are still pursuing the job security and redundancy avoidance process.

Currently there are discussions taking place with UCEA, utilising ACAS, on possible solutions to pay and job security/redundancy avoidance issues. UCEA appear unable to make decisions about possible solutions which is making the ACAS discussions heavy going.

A further meeting has been arranged at ACAS for the 24th November.

A joint national trade union meeting consisting of New JNCHES trade union negotiators met last week and agreed if UCEA fail to sign up to a job security/redundancy avoidance process unions should take the case to individual institutions with organised lobbies to show trade union members mean business and to show support for unions in dispute or members faced with redundancies.

At some point nationally the joint unions may be asking other groups or branches at institutions whether they can organise on campus lobbies to raise the profile of the low pay offer and the current UCEA rejection to sign up to the job security/redundancy avoidance process.

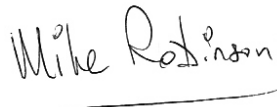
There is one institution that Unite is currently recognised at, University College London, that has imposed the 0.5% offer, despite the clear national agreement with UCEA that no imposition should take place whilst issues are in the dispute resolution procedure. As UCL management have put themselves outside of the New JNCHES provisions by imposing the deal appropriate measures will be taken against UCL.

If any other institution seeks to impose any offer on pay please do not agree to such a move and let my office know immediately.

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I will advise you further following the meeting at ACAS on the 24th November whether these talks look likely to offer a solution.

Yours sincerely

A handwritten signature in black ink that reads "Mike Robinson".

**Mike Robinson**  
National Officer  
Higher Education