

Mike Robinson  
National Officer  
Unit I Kings Chambers  
Hertford Place  
Coventry  
CV1 3JZ

Tel: 02476 227522  
Fax: 02476 228036  
Email: [mike.robinson@unitetheunion.com](mailto:mike.robinson@unitetheunion.com)



## EDUCATION SECTOR

Our Ref: MJR/vt

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14<sup>th</sup> August 2009

Ms Jocelyn Prudence  
UCEA Chief Executive  
3<sup>rd</sup> Floor Woburn House  
20 Tavistock Square  
London  
WC1H 9HU

Dear Jocelyn

### **JNCHES 2009 Pay and related negotiations**

As you will be aware Unite and other unions involved at JNCHES decided to consult their respective members on the final offer made by UCEA at the last JNCHES meeting on the 15<sup>th</sup> July 2009.

Unite had formally rejected the offer at that JNCHES meeting with representatives verbally submitting a "failure to agree" with UCEA.

Unite took the disputed issues to meetings of Unite national representatives on the 21<sup>st</sup> and 23<sup>rd</sup> July for further guidance. Those meetings overwhelmingly decided to put the disputed issues out to consultation seeking guidance from Unite's higher education membership whether members wished to accept or reject the offers from UCEA representing its subscribing higher education institutions.

That consultation process has been taking place over the period 27<sup>th</sup> July to 12<sup>th</sup> August.

The result of the consultations was considered today by another national meeting of senior workplace representatives drawn from England, Scotland, Wales and Northern Ireland.

I can advise that the consultation has resulted in a massive rejection of the UCEA offer of a 0.5% uplift in salary scales applicable from the 1<sup>st</sup> August and overwhelming opposition to the refusal of UCEA to sign up to a formal job security/redundancy avoidance agreement as submitted by the joint unions at JNCHES.

I will be writing to Unite representatives today informing representatives of the outcome and further details including this letter. I will also contact the other JNCHES unions to relay the content of this letter and the results of consultation as well.

Unite regrets the limitations placed on UCEA by its subscribers. UCEA came to the JNCHES negotiation table with a poor offer on pay and the inability of UCEA to negotiate at all on any job security/ redundancy avoidance agreement.

The job security/redundancy avoidance agreement is considered a vital component by many members and as a means to avoid further job losses, understand as well that for Unite's lowest paid members the offer of 0.5% amounts to less than £1 a week increase after tax and other deductions. Unite low paid members suffer disproportionately from such items as fuel inflation and transport costs.

