

Paul Bridge
Head of Higher Education
University and College Union
Carlow Street
London NW1 7LH

By email

30 April 2020

Dear Paul,

Thank you for your letter of 8 April 2020 in response to UCEA's full and final offer in respect of the 2019-20 pay round contained in my letter of 1 April 2020.

We welcome UCU's recognition of the scale of the financial and workforce challenges facing the sector. Institutions are working hard to manage through the uncertainty and financial difficulties created by the pandemic. This includes putting in place plans and strategies to minimise the effect on jobs as far as possible, as well as ensuring the safety and wellbeing of both students and staff. We do, therefore, also welcome UCU's desire to work with us in seeking government support for a sustainable future for the sector.

I am pleased that UCU regards our full and final offer as having the potential to achieve a settlement. It is also helpful that UCU acknowledges the need to coordinate any potential move to settle this dispute with a settlement of the USS dispute. However, we do not believe that a further statement is necessary in addition to our proposals. Any discussion must be on the basis of the full and final offer set out in my letter of 1 April 2020. It is our considered view that UCEA has made concessions on behalf of the sector which go significantly beyond anything we have previously been allowed to offer. While there may be some discussion about the language used to present our proposals, in order to help with their promotion through your internal structures, there can be no change to the actual substance of the proposals.

I hope that this response is helpful in clarifying UCEA's position.

Yours sincerely,



Raj Jethwa
Chief Executive