



Raj Jethwa  
Chief Executive  
UCEA

18 May 2023

Dear Raj,

**Re: Your letter dated 11 May 2023**

We are writing to you on behalf of the five joint trade unions in response to your letter dated 11 May 2023, following our meeting between the representatives of these unions last Friday.

We have repeatedly expressed our desire to re-enter negotiations in order to resolve the dispute. We note that you highlight the potential disruption to students from industrial action, and we have been willing throughout this process to negotiate in order to reach an acceptable agreement for our members and bring the dispute to a close. It is therefore disappointing that UCEA are refusing to enter negotiations unless trade unions call off their lawful industrial action, thereby prolonging the disruption to students. We would urge UCEA to reconsider its position and return to the negotiating table over pay and the pay-related issues including equality pay gaps, casualisation, workload, and pay spine reform.

On behalf of the joint unions, we are writing to ask you to set up the negotiating meetings agreed in the latter part of 2022 for further negotiations over these matters as soon as possible, in the hope that we can resolve the issues that exist and move forward with productive negotiations.

Finally, you have raised some issues around industrial action which relate to some unions and not others. This year is unusual in that we started with an agreement to separate out pay from pay-related items. The action your letter refers to relates to the 2022-23 dispute between some unions and UCEA which you have never sought to settle. A further industrial action ballot relates to the 2023-24 pay uplift only, not the pay-

related items. We remain willing and able to enter discussions with you to settle these disputes and hope UCEA will reconsider its position.

You will also have seen UCU's separate and more detailed response to your letter surrounding the aspects which relate specifically to UCU's action.

Yours sincerely,

Ruth and Jon

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on behalf of the New JNCHES joint trade unions