

Vicky Blake
President-Elect
University and College Union
Carlow Street
London NW1 7LH

By email

1 April 2020

Dear Vicky,

Further to our meeting on 10 March 2020, I enclose an amended copy of UCEA's proposals in respect of the dispute on pay and conditions.

This represents UCEA's full and final offer in respect of the dispute on 2019-20 pay round. I trust that you will recognise that we have made significant additions to our proposals of 27 January 2020. As we have previously stated and written, the proposals put to the higher education sector unions in January had already taken UCEA significantly further than we had ever previously been allowed to go, placing us at the very edge of our permission from the employers we represent. Those proposals were developed over four meetings with UCU negotiators.

Against that backdrop, the further revisions now incorporated in the attached proposals take UCEA further still. You will recognise that they include amendments based on our conversations over three meetings between 24 February and 10 March.

These proposals represent a firm commitment from UCEA and our member institutions to address the issues in respect of the gender and ethnicity pay gaps, casualisation and workload. Acting on the principles set out in our proposals will require a significant investment by institutions in terms of budget, time and staff resources to put plans in place to address each of the areas identified. As such, UCEA reiterates that this is a significant package of commitments for action both at sector level and on an institutional basis.

UCEA has repeatedly consulted its member institutions on the 2019-20 pay uplift and has received no mandate to improve upon the outcome of the negotiations concluded in April 2019. Since our meeting last month, the severity of the impact of the Covid-19 pandemic has become much more apparent. Many institutions were struggling financially prior to the outbreak, but the likelihood now is that very few will escape the significant budgetary pressures resulting from the pandemic.

However, despite those pressures, UCEA and its members remain committed to the principles outlined in our attached proposals. As such, the attached document will also have to be put to all of the sector unions. However, this would only be put to all unions if it is clear that doing so would bring an end to both the dispute on pay and conditions and the parallel dispute on the Universities Superannuation Scheme.

I would be grateful if you could confirm that UCU is willing to end the dispute on the basis set out in this letter.

Yours sincerely,

A handwritten signature in black ink that reads "Raj Jethwa". The signature is written in a cursive style with a horizontal line underneath the name.

Raj Jethwa
Chief Executive

cc Paul Bridge
Michael MacNeil