

Human Resources

Helen Fairfoul
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Dear Helen

We are appreciative of the ongoing attempts at UCEA to resolve the current pay dispute in on behalf of employers and agree that there is scope for fruitful further dialogue on sector-level work around workload, gender pay/equality and casual employment arrangements.

The current dispute is damaging both to the sector, our staff and our students and we believe it is important to explore all avenues in looking to resolve the situation.

Our own position, in common with many other employers, is that we are at the limits of affordability on pay. In relation though to the other matters linked to the Union claim we believe it is important to seek compromise and positive areas for joint work. We understand that the associated matters on which UCU are seeking agreement sit outside the terms of the national pay agreement, but we equally believe that movement in this area could form a part of a resolution. We realise also that this is a significant challenge for UCEA negotiators given that commitments to action on the part of employers are likely to have associated costs (both direct and indirect) for them. This said, we are positive about entering into a dialogue with you on these matters and can bring experience of achieving positive change around a number of issues connected with the non-pay elements of the claim and where we have worked constructively the UCU locally.

Please let us know if we can assist in any way.

Yours sincerely,



Alison Ross-Green
Director of HR and Organisational Development

Cc Professor Karen Cox, Vice-Chancellor and President – The University of Kent