



The Educational
Institute of Scotland

University Principal

Ref: DB/AS/Payuplift
20 October 2015

Dear University Principal

I emailed the Chief Executive of UCEA on 09 July 2015 to notify UCEA (on behalf of the Employers) that the EIS had rejected the Employers' Final Pay Offer for 2015-16 at NEW JNCHES and that it invoked the New JNCHES dispute procedure – since there was a failure to agree at the New JNCHES pay negotiations. The EIS stated that it was content for that dispute to be joined to the UCU/Unite dispute.

The EIS has attended two NEW JNCHES dispute meetings and made it clear to UCEA that the pay uplift element (1%) for academics needed to be increased by the Employers to resolve the dispute. At the second dispute meeting, the UCEA (on behalf of the Employers) confirmed that they were not minded to increase the pay uplift element of the final pay offer.

I therefore write to confirm that there continues to be a trade dispute between your Institution and the EIS over failure to agree a pay uplift for 2015-16 at New JNCHES with your representatives. The EIS is willing, at short notice, to meet Scottish Universities or their representatives at UCEA to explore a collective resolution to this dispute.

The EIS-ULA Executive Committee unanimously agreed this week to seek authorisation from the EIS Executive to carry out a statutory ballot for sustained strike action in pursuit of the 2015-16 Pay Claim. I shall write to you and other Principals again when the EIS Executive makes the decision on the statutory ballot. It is my sincere hope that Institutions will consider their positions and engage in meaningful dialogue with the EIS to seek to avoid a statutory ballot and subsequent potential strike action.

Yours sincerely

David Belsey
National Officer (F&HE)