



The Educational
Institute of Scotland

Helen Fairfoul
UCEA Chief Executive
Woburn House
20 Tavistock Square
London WC1H 9HU

Ref: DB/EK/fairfoul
26 October 2015

Dear Ms Fairfoul

Thank you for your email of 23.10.2015 informing me that since UCEA has concluded the round with four trade unions that you have written to HEIs to ask them to impose the pay offer, as there has been no agreement at New JNCHES.

The New JNCHES Agreement (as amended in 2013) sets out a requirement for both parties within a dispute to consider ACAS for conciliation or mediation if the series of two dispute meetings fails. I think it is clear from the letter to Scottish HEIs that the EIS is willing to talk further on the 2014-15 pay round. The EIS would therefore accept talks at ACAS.

It seems to me that the EIS and UCEA have not considered whether they wish to use ACAS or not. The EIS is happy to do so and I hope that UCEA will also do so.

The New JNCHES document states that where there is 3rd party assistance then the matter in dispute will not be imposed. It therefore seems that UCEA calling for an imposition of the pay offer is premature.

Whilst one may argue about the letter of the Agreement, the spirit of the Agreement is under strain. Ultimately, all our members were offered 1% and they rejected it in an indicative ballot. The Agreement states that we are both "committed to striving for agreed outcomes." The EIS believes that this should mean using ACAS rather than imposing a pay offer.

Yours sincerely

David Belsey
National Officer
Further & Higher Education