

24 August 2012
SKC/ss/HR,NH

29 AUG 2012

David Belsey
National Officer
EIS
46 Moray Place
Edinburgh
EH3 6BH

Dear David

Avoidance of Compulsory Redundancy

Thank you for your letter of 20th August 2012.

During my open meetings with all staff across the University earlier this year, I highlighted the financial challenges which continue to affect Heriot-Watt and higher education in general. Although these financial challenges are no longer new to us and are likely to be around for some time, Heriot-Watt University believes that it clearly demonstrates a commitment to avoid compulsory redundancies.

Whilst we do not give a guarantee of "no compulsory redundancy", our University business will, undoubtedly, be subject to further change over the coming years and we will plan and implement any change without recourse to compulsory redundancies, as far as reasonably possible.

Yours
Steve

Principal and Vice-Chancellor

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