

- 3 SEP 2012

SMcD/DMcN

29 August 2012

Mr David Belsey
National Officer – Further and Higher Education
The Educational Institute of Scotland
46 Moray Place
EDINBURGH EH3 6BH

Paisley Campus
Paisley
PA1 2BE
Scotland

Tel 0141 848 3670
Fax 0141 848 3694

Dear Mr Belsey

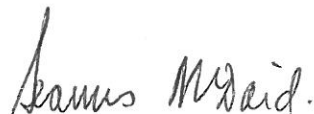
Thank you for your letter of 20 August 2012 seeking a statement from the University regarding the avoidance of compulsory redundancies.

I note that in May 2011 University management agreed the following statement with EIS local Branch officials:

UWS confirms its commitment to work within the terms of the current Organisational Change policy. This means that University management are committed to continuing the current practice of taking all possible steps to avoid compulsory redundancies and will take forward any required change programmes in partnership with the recognised trade unions. In line with current University policy, UWS is committed to employing, as a priority, redeployment, retraining, VS/VER and other redundancy-avoidance mechanisms where organisational change takes place.

The University management's position on this is unchanged from 2011 and I trust that this will give you and EIS members the reassurance that you seek.

Yours sincerely



Professor Seamus McDaid CBE
Principal and Vice-Chancellor