

Dear members

There have been a number of engagements between HR management and the unions but unfortunately, there are no definitive resolutions on many issues.

These are the most topical issues at present where there is no resolution so far:

- payment of performance bonuses for the 2019 performance cycle;
- pay progression in 2020 based on the 2018 and 2019 cycles;
- 2020 performance management;
- Teaching Workloads
- the indemnity document;
- the non-disclosure agreement; Level One return issues;
- leave forfeiture – you will have seen the notice, it is our view that collective agreements deal with this issue and thus management cannot make a unilateral decision as they have.

This list is not everything that remains unresolved but the issues that need to be addressed urgently.

If your line manager gives an instruction to participate in PM and populate the Teaching Workloads template, a proposed response is as follows (this matter can be replaced with the respective process, e.g. Teaching Workloads):

I am advised by my union that this matter is still under discussion between them and management. The union advises is that the issue needs to be consulted effectively in light of the changed 2020 operating environment before members enter into any agreements.

Rest assured, though, UKSU, together with NEHAWU and NTEU, continue to pressurise management to obtain resolution on the multitude of matters outstanding and members will be advised as soon as there is something substantive to report.

Stay safe and regards

UKSU Executive