



23 April 2021

Dear members of **NEHAWU, NTEU & UKSU**

From the previous messages sent to the collective membership of NEHAWU, NTEU & UKSU, you will be aware that a dispute was declared with management due to their refusal of any offer to address the demands.

Following the declaration of a dispute, the collective unions were required to meet with management through a mediation process. On Monday a meeting was held to see whether there was merit in continuing with mediation. As management remained adamant that they have been given no mandate to make any offer on any issue, least of all salary negotiations, it was agreed there would be no usefulness in continuing with mediation, i.e. mediation of the dispute failed.

The next step is to refer the dispute to the CCMA for conciliation. If management retains their intransigent position at conciliation, a strike certificate will have to be issued by the commissioner. If the CCMA fails to set down the conciliation within 30 days from the date of referral then all that is required is 48 hours' notice to the University of a proposed strike. A strike ballot must be taken and picketing rules agreed between the parties, all of this will be attended to as the 30 day period comes closer, to minimise any delay. Should conciliation take place and be successful, these outcomes will then not be required but this does not preclude preparations being made.

As members are acutely aware, there has been no payment for the 2019 PM cycle awards and no implementation of performance pay progression for the 2018/2019 cycles.

Members have asked for reasons why they should contract for PM, both to conclude 2020 and for 2021. These members do not see the importance of contracting at this time. PM issues are included in the CCMA referral regarding the dispute. If any member does not see any reason to conclude PM for 2020 and / or contract for 2021 they should advise their line manager. Some members may elect to participate, as it could be useful for their career progression, the decision is entirely up to each member. If you decide not to engage in PM, then please refer your line manager to this message, pointing out that PM related issues are included in the demands, together with salary increases and the other remuneration related issues and you prefer to wait for this process to be settled.

Issued collectively by NEHAWU, NTEU, UKSU