

To: All Staff

From: Andrew Dodman, Director of Human Resources

Date: 14 November 2014

Subject: UCU Industrial Action Update

Dear Colleagues

I am pleased to report that, following the most recent meeting of UCU and the employers' representatives yesterday, progress appears to be being made in the negotiations over changes to the USS. UCU presented their alternative model for changes to USS which comprises a Career Average scheme for all members (known in USS as Career Re-valued Benefits, or CRB), with a closure of the final salary section.

Both sides have agreed to a series of negotiating meetings between now and the next scheduled JNC to be held on 15 January 2015. The purpose of these meetings is to close the differences between the relative negotiating positions, with a view to reaching agreement. This will include a meeting between the respective actuaries of the USS Trustee Board, UUK, and UCU.

UCU is consulting with its Higher Education Committee next week over proposals to suspend the current assessment boycott. Such a suspension of industrial action would, I understand, be subject to those who have participated in the action up until the suspension not suffering any deductions from pay.

As we have said from the start, we fully support the negotiation process as the most appropriate means to agree any changes to USS in light of its deficit position and these positive steps are evidence that this process appears to be working.

I will keep you informed next week of the outcome of the UCU consultation, but trust you will welcome the positive steps being taken by both sides.

Information regarding the changes to USS and the industrial action can be found at <http://www.sheffield.ac.uk/hr/guidance/ussconsultation>

Regards

Andrew Dodman

Director of Human Resources