



1 March 2007

Dear Tom,

Thank you for our meeting on Thursday 22 February where we discussed the data used to calculate redundancy payments.

While we found this meeting useful it has not helped resolve the problem that your proposed scheme, or any variations of it, addresses the detriment received by long-service staff if made redundant. We do not accept the basis for changing the old scheme or your rationale for not consulting or negotiating with the trade unions over this change.

We therefore request that you revert back to the old scheme with immediate effect. That all staff who have been made redundant in the intervening period be recompensed where appropriate while at the same time no monies should be reclaimed where staff have benefited from the change. We would then ask that UCL enter into a formal process of consultation and negotiation into changing the scheme if this is your intention.

In the meantime we will inform the members of our respective trade unions of the discussions that we have had with you while at the same time issuing a joint union statement so that members can make an informed decision. We will be recommending to our members that they endorse the above approach.

Yours sincerely,

**Sean Wallis Branch Secretary UCU**

**Tom Silverlock Branch Secretary UNISON**

**Tamsin Piper Branch Secretary Amicus**

