



University of Sheffield  
2 Hounsfield Road  
Sheffield  
S3 7RF

Tel: 0114 222 8976  
ucu@sheffield.ac.uk

18 December 2018

Ian Wright  
Deputy Director of Human Resources  
Human Resources

By email  
cc. Koen Lamberts

Dear Ian,

### **Collective grievance**

At an Extraordinary General Meeting held on Monday 29 October 2018, a motion was unanimously passed calling on the Committee to raise a collective grievance.

It has become absolutely clear that strike action taken by UCU members for the USS dispute was justified and necessary to defend our pension. Recent revelations over the USS valuation show it has the makings of a financial scandal underpinned by misinformation, misrepresentation and lies by omission, for which The University of Sheffield is complicit by virtue of actions taken by its representative, Universities UK.

The strike action in February and March 2018 would have been unnecessary had Universities UK and USS acted in good faith and transparently with UCU members. At Sheffield, members are rightly angry that they suffered a pay detriment of up to 14 days' salary deductions in order to be heard and later fully vindicated by the first report of the Joint Expert Panel (JEP) released on 13 September 2018. Additionally, on 8 November 2018 Universities UK stated, "it is clear that there is support from most employers for the JEP's recommendations."

**In 2018, Sheffield UCU members who were forced to take strike action have suffered an effective pay cut of up to 4% which is the basis for this collective grievance.**

To resolve this collective grievance, we demand:

- A one-off pay award equivalent in value to the wage deductions related to the USS dispute to be paid to members no later than 28 February 2019. This is to be funded from the operating surplus of £24.5 million from the 2017/18 financial year.

- Renewed commitment to fully fund (via the actual strike pay deductions) projects and support to mitigate the impact of the strikes to students.
- A clear and transparent update to our members and to students of:
  - What the total amount of strike deductions is ie. the amount of the available money that is earmarked for the benefit of students, welfare and other departmental projects.
  - What impact this fund has had so far ie. how much and on what has the money been spent on.
  - What the outstanding balance is and how will this be spent to further support students.
- A written apology from the President and Vice Chancellor to staff; to students and recent graduates that left the University in July 2018 who had their education needlessly disrupted.

In the first instance we would like to propose that we seek to resolve this grievance by calling an Extraordinary Joint Committee as soon as possible.

Given the significant pay squeeze and real terms pay cut our members have endured for a decade, resolving this grievance as soon as possible would go a long way towards maintaining and improving industrial relations.

Yours sincerely,

A handwritten signature in black ink that reads "Jonathan Benson". The signature is written in a cursive style with a large initial 'J'.

Jonathan Benson  
On behalf of Sheffield UCU Committee