



JN /KA

By email:

24 June 2025

Dear UCU Colleagues,

I am writing following our recent dispute resolution meeting to provide further clarity on the University's position and to outline some additional steps we are prepared to take in support of resolving the current dispute.

Firstly, I would like to acknowledge the strength of feeling that exists amongst colleagues and the concerns that have been raised by our Trade Unions throughout this process. We recognise that many staff are looking for reassurance that consultation is meaningful, that alternative proposals are being taken seriously, and that dialogue can influence outcomes.

We understand these concerns. We also recognise that uncertainty is difficult for colleagues, particularly when decisions may have significant personal and professional implications.

At our recent dispute resolution meeting, UCU asked the University to put forward proposals that could help create a pathway towards resolution. We have reflected carefully on those discussions and on the points you raised.

As we discussed, the University is currently reviewing a substantial number of alternative proposals submitted by staff, Trade Unions, and other stakeholders, including the proposal submitted by UCU on 17 June. Alongside this, we are assessing the impact of voluntary redundancy applications and considering a range of other mitigating actions.

In these circumstances, we do not believe it would be right to make commitments regarding specific outcomes before this work has been completed. Doing so could



create expectations that may ultimately prove difficult to fulfil and could inadvertently cause further uncertainty for colleagues.

However, we want to be equally clear about what this does not mean.

- It does not mean that decisions have already been made.
- It does not mean that consultation is a procedural exercise.
- It does not mean that alternative proposals are being considered without an open mind.

The purpose of consultation is to test assumptions, explore alternatives, challenge proposals, and determine whether changes can and should be made. We remain committed to that process.

You have raised particular concerns regarding Modern Languages and Music. We recognise the importance of these areas to staff, students, and the wider University community. These proposals, alongside others, remain under active consideration as part of the consultation process.

We have now received more than one hundred alternative proposals. Many contain detailed suggestions relating to curriculum design, operating models, working practices, financial sustainability, and future academic provision. We believe these proposals deserve careful and thorough consideration before any final conclusions are reached.

We appreciate that colleagues are seeking certainty. At the same time, we believe it would be unfair to create expectations about outcomes before all available evidence has been fully reviewed.

Our commitment is that all credible alternatives will receive proper consideration. By 28th July, we expect to have completed our review of submissions, engaged with stakeholders, including Trade Unions, and reached conclusions regarding which proposals may be incorporated into the final business case.

Alongside this consultation process, we recognise the shared desire to resolve the current dispute and minimise the impact on students.

Whatever our differences on particular issues, we believe there is common ground in wanting students to receive their results on time and to progress confidently into employment, further study, or graduation.



The timeframe for achieving this is now extremely limited. Marks submitted after 9 July will be unable to be included in graduation certificates, creating significant consequences for many students.

In recognition of the discussions that have taken place and in an effort to create the conditions for further progress, the University is prepared to make the following offer, contingent upon industrial action being suspended and all outstanding marks being submitted by 9 July:

- Enhanced voluntary redundancy terms for staff with more than 11 years' service, as detailed in Appendix 1.
- Reimbursement of pay deductions applied between 15 June and 9 July in relation to outstanding PSRB-related work and other eligible assessment activity.
- Extension of the consultation period with Trade Unions from 21 July to 28 July 2026, together with a revised timetable for the second voluntary redundancy application window, now closing on 11h August.

We recognise that you will need to consult with your members regarding this proposal, and we fully respect that process. We will be open about the offer in the interests of transparency and to ensure colleagues understand the steps being taken to support a resolution. We appreciate that the offer is focused on adjustment to the current process, rather than material changes to the business case. As outlined above, we firmly believe those business case adjustments will come, this offer is therefore on the table as a mechanism to get us to the right point of the process to negotiate further.

This offer will remain open until 5.00pm on Wednesday 1 July, after which it will lapse.

We remain committed to continuing discussions through both the consultation and dispute resolution processes. While there are areas where our views differ, we continue to believe that constructive dialogue offers the best route towards an outcome that supports colleagues, protects students, and safeguards the long-term future of the University.

Thank you for your continued engagement during what we recognise is a challenging period for all involved.

Yours sincerely



**University of
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A handwritten signature in black ink, appearing to read 'Jane Norman'.

**Professor Jane Norman
President and Vice-Chancellor
University of Nottingham**