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Professor Dame Nancy Rothwell  
President and Vice-Chancellor  
The University of Manchester  
Manchester M13 9PL

6 July 2017

Dear Professor Dame Nancy,

**Notice of a Failure to Agree under the terms of the local Dispute Resolution Procedure**

UCU hereby give notice of a 'Failure to Agree' in relation to the Section 188 Notice issued on the 4<sup>th</sup> May advising of your proposals to dismiss as redundant 171 Academic and PSS staff.

We hereby seek a resolution via the University's Collective Disputes procedure on the following issues:

- I. Failure to offer an assurance of no compulsory redundancies as a result of the Section 188 notification.
- II. Failure to adhere to the terms of reference of the Statutes and Ordinances of the University, wherein you have declared a proposal to implement compulsory redundancies without the necessary approval from the Board of Governors.
- III. Premature use and unfair application of the Voluntary Severance Scheme.
- IV. Failure to propose fair and reasonable pool sizes and selection criteria in all areas.
- V. Failure to engage in meaningful collective consultation to avoid and reduce the number of staff at risk of redundancy.

UCU reserves the right if necessary to raise other issues as a consequence of the progress or otherwise in ongoing collective consultation.

Until these matters are resolved we formally request that the *status quo* is activated under the terms of the *Procedural Agreement 2004, Paragraph 2.4*, wherein you place the Section 188 notification and related Voluntary Severance Scheme in abeyance. We request that you treat this correspondence as an activation of this procedure and advise us of the next steps accordingly.

We look forward to hearing from you in due course.

Yours sincerely

A handwritten signature in black ink, appearing to read 'A M Monaghan'. The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

Marie Monaghan  
Regional Support Officer

CC:

Karen Heaton, Director of Human Resources, The University of Manchester  
UCU branch officers  
Martyn Moss, UCU Regional Official