



Professor Neil T. Gorman D.L.,  
Vice-Chancellor  
Nottingham Trent University,  
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9 July 2008

Dear Professor Gorman

On behalf of UCU I write to convey to you the collective concern and anger that UCU members are expressing to me over the aggressive stand that Nottingham Trent University have taken in respect of our local UCU branch.

Higher Education Institutions have a tradition of resolving differences through negotiation and tolerance, no matter how difficult that process may be; unilateral imposition will not resolve anything, it merely sets up problems for the future. It would be matter of great regret if NTU were seen to be the only HEI in the UK not to recognise UCU and one which our members both within the university and across the country will not tolerate.

Despite the fact that the original proposals tabled by the University were unacceptable to our members who responded strongly against them, UCU engaged in meaningful negotiations with the University in an attempt to rescue a flawed proposed agreement and secure something that was reflective of an institution of the stature of Nottingham Trent and the sector.

It is unfortunate that the University has been intransigent in its attitude to UCU's efforts. I fail to see what benefit the University believes it will reap from such behaviour rather than to engage and try to reach agreement over the recognition agreement.

UCU is both the largest post-16 union in the UK and the largest organised union at NTU. Your proposals are deliberately offensive to our members and designed to provoke a dispute when put forward in the 'take it or leave it' manner set out Rachael Creamer's letter.

It would be nice to believe that the prospect of further negotiation implied in your letter could be accepted in good faith and we can continue to seek a negotiated solution, but to seek to ignore the notice provision in the way the University has done does not give me confidence that that is your intention.

I want you to know that the UCU nationally will put all of its resources and efforts into a campaign opposing the University and its proposals to derecognise UCU.

Yours sincerely

**Sally Hunt**  
**General Secretary**