

From: [foi foi](#)
Sent: 18 September 2023 13:29:34
To: [foi foi](#)
Subject: FW: Pensions dispute message - for comment
Response requested: No
Sensitivity: Normal
Attachments:
[Agreement reached - 19 April 2023.docx](#)

Original mail: [Pensions dispute message - for comment.msg](#)

From: [REDACTED]
Sent: Wednesday, April 19, 2023 7:58 AM
To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>; Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]
Cc: [REDACTED]
Subject: Pensions dispute message - for comment

Good morning all,
Please find attached a draft intranet announcement for comment/approval.
Many thanks,
[REDACTED]

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>
Sent: 18 April 2023 17:19
To: [REDACTED] Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]
[REDACTED] Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; [REDACTED]
[REDACTED]
Subject: Re: UCEA – UCU’s consultations results

Thanks [REDACTED], I agree and also prepare for questions at VC live

Best wishes,

Karen.

From: [REDACTED]
Date: Tuesday, 18 April 2023 at 11:32
To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Helen Perkins <helen.perkins@cranfield.ac.uk>, [REDACTED]
[REDACTED], Philip Aspinall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>, [REDACTED]
Cc: [REDACTED]
Subject: RE: UCEA – UCU’s consultations results

Many thanks, I suggest we do this as straight-forward intranet update perhaps referring to the UCU website if you think appropriate.

[REDACTED]

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>
Sent: 18 April 2023 10:11
To: Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED] Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; [REDACTED]
Cc: [REDACTED]
Subject: Re: UCEA – UCU’s consultations results

Thanks Helen, that’s the way I read it too. Pensions dispute over, so no ASOS for us. Please confirm and I think a communication would be helpful.

Best wishes,

Karen.

From: Helen Perkins <helen.perkins@cranfield.ac.uk>

Date: Monday, 17 April 2023 at 17:05

To: [REDACTED], Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Philip Aspinall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>, [REDACTED]

Cc: [REDACTED]

Subject: RE: UCEA – UCU’s consultations results

Dear All
This appears to be good news for Cranfield, although it is not clear in the UCEA comms, the UCU news release states:

University employers had repeatedly tried to claim that benefits could never be restored and that any future improvements would be unaffordable. However, UCU has today said that it has 'proven the doubters wrong' and will withdraw the marking and assessment boycott at universities in the pension dispute.

[REDACTED] is going to confirm this with our local reps - and it may negate the need for the comms [REDACTED] was kindly working on, unless we would like to make an announcement anyway?
Kind Regards
Helen

From: [REDACTED]

Sent: 17 April 2023 15:27

To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>; Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]

Subject: UCEA – UCU’s consultations results

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Sent: 17 April 2023 15:04

[REDACTED]

Subject: [REDACTED]

Private and confidential

17 April 2023

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU

[Redacted]

Sent: Thursday, April 13, 2023 4:59 PM

[Redacted]

Subject: [Redacted]

Private and confidential

13 April 2023

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]
Sent: Wednesday, April 5, 2023 5:28 PM

[Redacted]

Subject: [Redacted]

Private and confidential

5 April 2023

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
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- [Redacted]
- [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Universities and Colleges Employers Association
20 Tavistock Square
London WC1H 9HU
T: 07498 217621
E: r.jethwa@ucea.ac.uk

From: [foi foi](#)
Sent: 18 September 2023 13:29:21
To: [foi foi](#)
Subject: FW: Pensions dispute message - for comment
Response requested: No
Sensitivity: Normal
Original mail: [Pensions dispute message - for comment.msg](#)

From: [REDACTED]
Sent: Wednesday, April 19, 2023 1:52 PM
To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>; [REDACTED]; Helen Perkins <helen.perkins@cranfield.ac.uk>
Cc: [REDACTED]
Subject: Re: Pensions dispute message - for comment

[REDACTED]

[REDACTED]

I personally think though that our message still stands??
We could add a line to say we are expecting formal notification as a result of the agreement we have reached?

[REDACTED]

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>
Sent: Wednesday, April 19, 2023 11:03:34 AM
To: [REDACTED]; Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]
Cc: [REDACTED]
Subject: Re: Pensions dispute message - for comment

Thanks [REDACTED], this is great. Can I suggest that we delete "As a university," in my quote please?

Best wishes,

Karen.

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Date: Wednesday, 19 April 2023 at 07:58
To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Helen Perkins <helen.perkins@cranfield.ac.uk>, [REDACTED]
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[REDACTED]; Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; [REDACTED]
[REDACTED]
Subject: Re: UCEA – UCU's consultations results

Thanks [REDACTED], I agree and also prepare for questions at VC live

Intranet announcement

Publish date: 19 April

Title: Pensions dispute – agreement reached

As you may be aware, a marking and assessment boycott was due to begin on Thursday 20 April in relation to the dispute between the University and College Union (UCU) and higher education institutions in the UK over pensions. This was in addition to the ongoing dispute involving UCU and institutions who are part of national pay bargaining arrangements. Cranfield is not subject to national pay bargaining negotiations.

On 17 April, UCU and Universities UK (UUK), the collective voice of UK universities, announced that they had reached a way forward regarding the restoration of pension benefits and that the boycott will therefore no longer be taking place.

Our Vice-Chancellor, Professor Karen Holford, said: "This is great news, and I fully support the agreement that has been reached. As a university, Cranfield has continued to voice our desire for the USS pension scheme to provide the best possible benefits for employees, while fully recognising the importance of the scheme being sustainable and affordable for all in the long term."

Best wishes,

Karen.

From: [REDACTED]
Date: Tuesday, 18 April 2023 at 11:32
To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Helen Perkins <helen.perkins@cranfield.ac.uk>, [REDACTED], Philip Aspinnall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>, [REDACTED]
Subject: RE: UCEA – UCU’s consultations results

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Cc: [REDACTED]
Subject: Re: UCEA – UCU’s consultations results

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To: [REDACTED], Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Philip Aspinnall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>, [REDACTED]
Cc: [REDACTED]
Subject: RE: UCEA – UCU’s consultations results

Dear All
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Kind Regards
Helen

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Sent: 17 April 2023 15:27
To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>; Philip Aspinnall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]
Subject: UCEA – UCU’s consultations results

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: 17 April 2023 15:04
Subject: [REDACTED]

Private and confidential
17 April 2023

To: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Sent: Thursday, April 13, 2023 4:59 PM

[REDACTED]

Subject: [REDACTED]

Private and confidential

13 April 2023

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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From: UCEA Updates and Briefings
Sent: Wednesday, April 5, 2023 5:28 PM

[REDACTED]

Subject: [REDACTED]

Private and confidential

5 April 2023

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

Universities and Colleges Employers Association

20 Tavistock Square

London WC1H 9HU

T: 07498 217621

E: r.jethwa@ucea.ac.uk

From: [foi foi](#)

Sent: 18 September 2023 13:29:08

To: [foi foi](#)

Subject: FW: Confidential - [redacted]

Response requested: No

Sensitivity: Normal

Original mail: [redacted]

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>

Sent: Thursday, May 11, 2023 12:20 PM

To: [redacted]

Subject: Re: Confidential - [redacted]

Thanks for forwarding this [redacted]. Just for information, we are not part of this particular industrial action as we negotiate separately on pay, although it is helpful for us to keep up with the situation in the rest of the sector.

Best wishes,

Karen.

From: [redacted]

Date: Thursday, 11 May 2023 at 11:14

To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Helen Perkins <helen.perkins@cranfield.ac.uk>, Philip Aspinall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>

Subject: Confidential - [redacted]

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Sent: 11 May 2023 09:45

Subject: [redacted]

Confidential

11 May 2023

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

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[Redacted]

[Redacted]

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[Redacted]

[Redacted]


[Redacted]

[Redacted]


[Redacted]

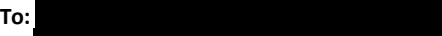


Universities and Colleges Employers Association
Woburn House
20 Tavistock Square, London
WC1H 9HU
www.ucea.ac.uk


Universities and Colleges Employers Association
A Company limited by guarantee and registered in England and Wales, Company No. 2914327
Registered office: Woburn House, 20 Tavistock Square, London WC1H 9HU

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From: [foi foi](#)
Sent: 18 September 2023 13:28:54
To: [foi foi](#)
Subject: FW: Pensions dispute message - for comment
Response requested: No
Sensitivity: Normal
Original mail: [Pensions dispute message - for comment.msg](#) 


From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>
Sent: Wednesday, April 19, 2023 11:04 AM
To:  Helen Perkins <helen.perkins@cranfield.ac.uk>; 
Cc: 
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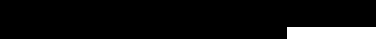


From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>
Sent: 18 April 2023 17:19
To: Jonathan Walker <Jonathan.Walker@cranfield.ac.uk>; Helen Perkins <helen.perkins@cranfield.ac.uk>; 
; Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; 

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Sent: 18 April 2023 10:11

[Redacted]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Sent: Thursday, April 13, 2023 4:59 PM

[Redacted]

Subject: [Redacted]

Private and confidential

13 April 2023

[Redacted]

Best wishes,

[Redacted]

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To: [foi foi](#)
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Response requested: No
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To: [REDACTED] Karen Holford CBE <cevc@cranfield.ac.uk>, Philip Aspinall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>, [REDACTED]
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From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>
Sent: 17 April 2023 15:04

Subject: [REDACTED]

Private and confidential

17 April 2023

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

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Sent: Thursday, April 13, 2023 4:59 PM

[Redacted]
Subject: [Redacted]

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All UCEA staff work in a blended pattern of office and remote working. If you require an urgent response to a general query, please email enquiries@ucea.ac.uk. UCEA members are encouraged to login to the members area of [our website](#) to access [Member Resources](#) to explore content across key topic areas.

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From: UCEA Updates and Briefings

[REDACTED]

Subject: [REDACTED]

Private and confidential

5 April 2023

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

Best wishes,




Universities and Colleges Employers Association

20 Tavistock Square

London WC1H 9HU

T: 07498 217621

E: r.jethwa@ucea.ac.uk

From: [foi foi](#)
Sent: 18 September 2023 13:28:16
To: [foi foi](#)
Subject: FW: UCEA – UCU’s consultations results
Response requested: No
Sensitivity: Normal
Original mail: UCEA – UCU’s consultations results.msg 

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>
Sent: Tuesday, April 18, 2023 5:19 PM

To: [REDACTED] Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]
[REDACTED] Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; [REDACTED]
[REDACTED]

Subject: Re: UCEA – UCU’s consultations results

Thanks [REDACTED], I agree and also prepare for questions at VC live

Best wishes,

Karen.

From: [REDACTED]

Date: Tuesday, 18 April 2023 at 11:32

To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Helen Perkins <helen.perkins@cranfield.ac.uk>, [REDACTED]
[REDACTED] Philip Aspinall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>, [REDACTED]
[REDACTED]

Subject: RE: UCEA – UCU’s consultations results

Many thanks, I suggest we do this as straight-forward intranet update perhaps referring to the UCU website if you think appropriate.

[REDACTED]

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>

Sent: 18 April 2023 10:11

To: Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]; Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; Rebecca Jarrett <R.Jarrett@cranfield.ac.uk>
[REDACTED]

Subject: Re: UCEA – UCU’s consultations results

Thanks Helen, that’s the way I read it too. Pensions dispute over, so no ASOS for us. Please confirm and I think a communication would be helpful.

Best wishes,

Karen.

From: Helen Perkins <helen.perkins@cranfield.ac.uk>

Date: Monday, 17 April 2023 at 17:05

To: [REDACTED] Professor Karen Holford CBE <cevc@cranfield.ac.uk>, Philip Aspinall <p.aspinall@cranfield.ac.uk>, Ian Sibbald <i.sibbald@cranfield.ac.uk>, [REDACTED]
[REDACTED]

Cc: [REDACTED]

Subject: RE: UCEA – UCU’s consultations results

Dear All
This appears to be good news for Cranfield, although it is not clear in the UCEA comms, the UCU news release states:

University employers had repeatedly tried to claim that benefits could never be restored and that any future improvements would be unaffordable. However, UCU has today said that it has 'proven the doubters wrong' and will withdraw the marking and assessment boycott at universities in the pension dispute.

Rebecca is going to confirm this with our local reps - and it may negate the need for the comms Jon was kindly working on, unless we would like to make an announcement anyway?

Kind Regards

Helen

From: [REDACTED]

Sent: 17 April 2023 15:27

To: Professor Karen Holford CBE <cevc@cranfield.ac.uk>; Philip Aspinall <p.aspinall@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED]

Subject: UCEA – UCU’s consultations results

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Sent: 17 April 2023 15:04

[REDACTED]

Private and confidential

17 April 2023

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Subject: UCEA – UCU’s MAB – communications and guidance

Private and confidential

5 April 2023

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From: [foi foi](#)

Sent: 18 September 2023 13:28:00

To: [foi foi](#)

Subject: FW: CONFIDENTIAL - New JNCHES pay round 2023-24 – update on yesterday’s talks at Acas

Response requested: No

Sensitivity: Normal

Attachments:

[New JNCHES Pay Spine review - Terms of reference.pdf](#) [New JNCHES Equality Pay Gaps Negotiations - terms of reference.pdf](#) [New JNCHES Workload negotiations - terms of reference.pdf](#) [New JNCHES Contract Types negotiations - terms of reference .pdf](#)

Original mail: CONFIDENTIAL - New JNCHES pay round 2023-24 – update on yesterday’s talks at Acas.msg

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>

Sent: Wednesday, March 15, 2023 3:46 PM

To: Helen Perkins <helen.perkins@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>; Philip Aspinall <p.aspinall@cranfield.ac.uk>

Subject: CONFIDENTIAL - [REDACTED]

[REDACTED]

[REDACTED]

Hopefully, the guidelines developed will be helpful to us and our staff ☐

Best wishes,

Karen.

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Date: Wednesday, 15 March 2023 at 14:03

[REDACTED]

Subject: [REDACTED]

15 March 2023

Confidential

To: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[Redacted text block containing multiple lines of obscured content]

Universities and Colleges Employers Association
Woburn House
20 Tavistock Square
London WC1H 9HU

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From: [foi foi](#)

Sent: 18 September 2023 13:27:42

To: [foi foi](#)

Subject: FW: UCEA Update 23:006 - New JNCHEs 2023-24: Implementation of the 2023-24 pay award

Response requested: No

Sensitivity: Normal

Original mail: [UCEA Update 23_006 - New JNCHEs 2023-24_ Implementation of the 2023-24 pay award.msg](#)

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>

Sent: Friday, February 24, 2023 1:57 PM

To: Helen Perkins <helen.perkins@cranfield.ac.uk>; Ian Sibbald <i.sibbald@cranfield.ac.uk>

Subject: FW: UCEA Update 23:006 - New JNCHEs 2023-24: Implementation of the 2023-24 pay award

Dear Helen and Ian,

Presume you've seen this and are considering in relation to our own negotiations. Would you like to discuss [REDACTED]

Best wishes,

Karen.

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Date: Friday, 24 February 2023 at 11:09

[REDACTED]

Subject: [REDACTED]

24 February 2023

[REDACTED]

[REDACTED]

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[REDACTED]

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From: [foi foi](#)

Sent: 18 September 2023 13:27:31

To: [foi foi](#)

Subject: FW: UCEA Update 23:001 - Second New JNCHES 2023-24 pay negotiations meeting and industrial action update

Response requested: No

Sensitivity: Normal

Original mail: [UCEA Update 23_001 - Second New JNCHES 2023-24 pay negotiations meeting and industrial action update.msg](#)

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>

Sent: Wednesday, January 18, 2023 11:05 AM

To: Executive (VC) <executive-vc@Cranfield.ac.uk>

Subject: FW: UCEA Update 23:001 - Second New JNCHES 2023-24 pay negotiations meeting and industrial action update

Dear Colleagues,

I thought you would appreciate seeing this latest information which come through after our executive meeting.

Best wishes,

Karen.

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Date: Tuesday, 17 January 2023 at 16:30

To: [Redacted]

Subject: [Redacted]

17 January 2023

[Redacted]

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Updates mailing lists have been sent an invitation email containing a unique code to register on the website.

To request access to the UCEA website please speak to your HR Director or equivalent key organisational contact. Please ask them to set you up an account for you. If you think you should have an account and you cannot find the registration email please contact enquiries@ucea.ac.uk

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From: [foi foi](#)

Sent: 18 September 2023 13:27:17

To: [foi foi](#)

Subject: FW: UCEA - UCU's new notices of industrial action and the 2023-24 New JNCHES pay round

Response requested: No

Sensitivity: Normal

Original mail: [UCEA - UCU's new notices of industrial action and the 2023-24 New JNCHES pay round.msg](#) 

From: Professor Karen Holford CBE <cevc@cranfield.ac.uk>

Sent: Friday, January 6, 2023 4:52 PM

To: Philip Aspinall <p.aspinall@cranfield.ac.uk>; Helen Perkins <helen.perkins@cranfield.ac.uk>; [REDACTED] Ian Sibbald <i.sibbald@cranfield.ac.uk>; [REDACTED]

Subject: FW: UCEA - UCU's new notices of industrial action and the 2023-24 New JNCHES pay round

For info following email forwarded from UCU

Best wishes,

Karen.

From: UCEA Updates and Briefings <updatesandbriefings@ucea.ac.uk>

Date: Friday, 6 January 2023 at 16:37

[REDACTED]

Subject: [REDACTED]

Confidential

6 January 2023

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Woburn House
20 Tavistock Square
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