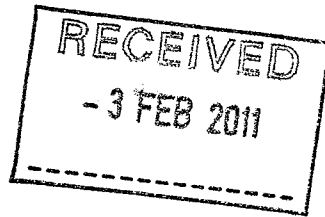




**THE
ROBERT GORDON
UNIVERSITY**
ABERDEEN

Mr Mike Robinson
Unite the Union
Unit 1
Kings Chambers
Hertford Place
Coventry
CV1 3JZ



HUMAN RESOURCES DEPARTMENT

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2 February 2011

Dear Mike

Thank you for your letter dated 28 January 2011 in reply to my original letter dated 11 January 2011.

Your response is most disappointing given the positive tone and spirit of our local discussions and the intentions behind my letter.

We have, of course, already provided relevant 'non pay' information to local campus representatives and await specific matters on which more detail might be requested.

As regards pay awards and increments, contrary to your letter's suggestion, we have made no proposals. Specifically we have made no proposals to cut annual leave or other terms and conditions nor any proposals that would be in breach of contract, of the Framework Agreement or Equal Pay Law. All we have proposed is that there be local collective bargaining with a view to reaching agreement on certain matters, of which these were examples only.

I would suggest that, as we have already agreed locally that the joint campus unions will tell us what further information they would like, we allow them to do so and, if it is not commercially sensitive, we will provide it as we have done so recently already. Even if it is sensitive I will be happy to provide a confidential briefing on it, as has been the case previously (e.g. Navitas).

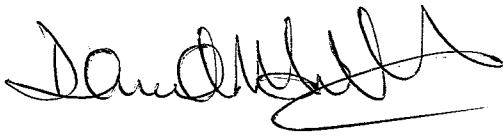
Your comments on VS etc suggest that your branch is not keeping you informed of measures already discussed and implemented. You may want to take an up to date briefing from them?

Executive Director (Human Resources)
David P Briggs
BSc MSc MIPD



I will keep you informed if it is appropriate.

Yours sincerely

A handwritten signature in black ink, appearing to read 'David Briggs', with a long horizontal flourish extending to the right.

David Briggs
Executive Director - Human Resources