

COLLECTIVE AGREEMENT

This Collective Agreement relates to the University's Disciplinary Procedure.

The Disciplinary Procedure has been agreed by Aberystwyth University's management and recognised trade unions and has been approved by the University's Joint Consultative and Negotiating Committee on 8 January 2014, the Professional Development and Staffing Committee on 19 February 2014 and the University's Council on 21 March 2014.


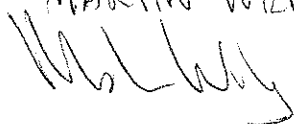
The Disciplinary Procedure supersedes the University's 'Statute 9, Part III - Academic Staff – Discipline, Dismissal and Removal from Office'. However, it should be noted that any employee covered by University Statutes has the right to invoke the relevant Statute, rather than the revised Disciplinary Procedure, should they wish to do so, until any such time that the Privy Council should amend or revoke the relevant Statute. There should be no detriment to staff during the period up to the date the decision is taken by Privy Council.

Signatures:

Signed on behalf of the University:

Name (printed) ... SUSAN CHAMBERS Title ... Director of HR
Signature ...  Date ... 2.4.14

Signed on behalf of the recognised trade unions:

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|---|---------------------|
| Name (printed) ... Simon Durr | Title ... RO. UNION |
| Signature ...  | Date ... 2/4/14 |
| MARTIN WILDING | LA Chair UCU |
|  | 2/4/14 |
| A. Card | 2.4.2014 |