

back to the office by the end of this term if possible. Failure to do so will make it very difficult to meet the timetable set out in the motion.

Hopefully fforwm will respond positively to the Joint Unions' final initiative. We could not have been more reasonable in our approach to this year's claim. We have recognised that funding is extremely tight. Under normal circumstances the employers' 2.5% offer would be derisory. It is substantially less than inflation, which is currently nudging 4%. It would represent a cut in living standards for all lecturers. But we have said that we would accept this in return for talks on workload issues.

The ball is now firmly in fforwm's court. They can behave in a professional manner and agree to get round the negotiating table. Or they can opt for ritual lecturer bashing; in which case it will be up to UCU members to fight for professional conditions of service in every college. Not just for our members' health and sanity. But also for the sake of our students and to safeguard a quality FE service in Wales.

Wales FESC Chair, Craig Lewis