

**UCUBAN/HE40** 21 August 2018

## **University and College Union Higher Education Branch Action Note**

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**To** HE branch and local association secretaries

**Topic** **HE pay and equality campaign - dispute update**

**Action** Statutory Notice of Intention to Ballot served on employers

**Summary** **This branch action note informs branches that Notice of Intention to Ballot has been served on employers in respect of the 2018/19 national pay dispute. The ballot will open on 30 August and close on 19 October.**

**Contact** **Paul Bridge, Head of HE; [pbridge@ucu.org.uk](mailto:pbridge@ucu.org.uk)**

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Dear Colleagues,

I write further to the recent updates in the pay and equality dispute;

<http://www.ucu.org.uk/circ/pdf/UCUBANHE37.pdf>

<https://www.ucu.org.uk/he2018>

In line with the decisions taken by the Higher Education Sector Conference and the Higher Education Committee, UCU will now proceed to ballot members in higher education with regards to the 2018/19 national claim dispute. **The ballot will open on 30 August and close on 19 October.** Ballot papers will start to be received from 30 August.

A copy of the standard Notice of Intention to Ballot letter sent to Higher Education Institutions (HEIs) that are part of UK pay negotiations on 21 August can be found at Appendix 1 (**note:** Notice letters sent to Northern Ireland HEIs will refer to the appropriate legislation).

A list of employers written to is attached at Appendix 2.

Branches are encouraged to ensure that they develop their GTVO campaign and encourage members to vote Yes to strike action and Yes to action short of a strike (ASOS).

Branches should continue to update their membership records.

**Paul Bridge**  
**Head of Higher Education**

**ACTION REQUIRED: Branches are asked to note Notice of Intention has been served**

## **Appendix 1**

### **BY SPECIAL DELIVERY**

Head of Institution

Address

21 August 2018

Dear VC /Principal

### **National claim 2018/19- Dispute**

I refer to my letter to you of 24 July 2018, in which I requested your intervention in this year's pay negotiations. I asked you to instruct your national representatives to make an offer in response to the trade union claim, specifically:

- An increase to all spine points on the 50 point national pay scale of 7.5% or £1,500 whichever is greater
- Nationally agreed framework for action to close the gender pay gap by 2020.
- Nationally-agreed framework for action on precarious contracts
- Nationally-agreed payment to recognise excessive workloads

I did this in order that a dispute on pay and other terms and conditions between your institution and our members you employ can be avoided this academic year.

I regret to inform you that no offer has been made by UCEA which UCU could recommend to its members. UCU is now moving to ballot its members in furtherance of this trade dispute.

### **Notice of Ballot for Industrial Action – s 226A TULR(C)A 1992**

As required by Section 226A of the Trade Union and Labour Relations (Consolidation) Act 1992, I hereby give you notice that UCU intends to hold an industrial action ballot of those of our members who are listed in the attached matrix who are employed by your institution.

Attached is a matrix which provides:

1. a list of the categories of employee whom the union reasonably believes will be entitled to vote in the ballot ("the employees concerned");

2. a list of the workplaces at which the employees concerned work;
3. figures giving the total number of the employees concerned;
4. figures giving the number of the employees concerned in each of the categories identified in 1. above;
5. figures giving the number of the employees concerned who work at each of the workplaces identified in the list at 2. above.

By way of explanation the figures given above have been taken from the union's central membership database in Head Office. The union constantly seeks to update its membership records and verifying the workplaces where union members work and their employment category.

Members are also regularly asked to inform the union of any changes to their circumstances and these changes are made on the union's central database. The union has, therefore, received information from a variety of sources including our branches and individual members themselves using all available media including postal mailings, our web site, and individual email communications to inform and update the union's central membership records.

Any difference in the total numbers of members shown on the matrices and the total numbers of members known to you because they pay their subscription by "check-off" is due to the fact that members can also pay their union subscription annually by cheque or monthly by bank direct debit.

In formulating the categories of employees used in the matrices the union has had regard to paragraph 15 of the Code of Practice: Industrial Action Ballots and Notice to the Employers (2005). Specifically, the terms "academic" and "academic related" are terms which reflect the nature of the employee's work.

In the matrix you will note that we identify postgraduates as an employment category. The members identified in this category are individuals who have identified to us that they are postgraduate students at your institution who also have an employment contract under which they deliver teaching or other paid for services.

The matrix attached was generated on 20 August 2018 specifically for the purpose of this ballot notification letter.

It is intended that the ballot will open on 30 August 2018.

A sample copy of the ballot paper to be used in the ballot, which we are required to send to you under the above Section, is enclosed. The sample ballot paper does not show the numbering which appears on the actual ballot papers dispatched by our independent scrutineers.

There is still time to avoid a dispute this year. Once again, I ask you to instruct your national representatives to make an offer in response to the trade union claim.

For the avoidance of doubt, the trade dispute between UCU members and your institution will remain in existence unless and until agreement is reached on all of the matters of dispute highlighted in the bullet points above and any other matters arising out of the dispute.

Yours sincerely,

## Appendix 2

### List of participating employers 2018-19 as at 28 March 2018

<b>N</b>	<b>Institution (A-Z)</b>
1	University of Aberdeen
2	Abertay University
3	Aberystwyth University
4	Anglia Ruskin University
5	University of the Arts London
6	Arts University Bournemouth
7	Aston University
8	Bangor University
9	University of Bath
10	Bath Spa University
11	University of Bedfordshire
12	Birkbeck, University of London
13	University of Birmingham*
14	Bishop Grosseteste University
15	University of Bolton
16	Bournemouth University
17	University of Bradford
18	University of Brighton
19	University of Bristol
20	Brunel University London
21	Buckinghamshire New University
22	University of Cambridge
23	Canterbury Christ Church University
24	Cardiff Metropolitan University
25	Cardiff University
26	University of Central Lancashire
27	University of Chester
28	University of Chichester
29	City, University of London
30	Courtauld Institute of Art
31	Coventry University
32	University of Cumbria
33	De Montfort University
34	University of Derby*
35	University of Dundee
36	Durham University
37	University of East Anglia
38	University of East London
39	Edge Hill University
40	University of Edinburgh
41	Edinburgh Napier University
42	University of Essex

43	University of Exeter
44	Falmouth University
45	University of Glasgow
46	Glasgow Caledonian University
47	Glasgow School of Art
48	University of Gloucestershire
49	Glyndŵr University
50	Goldsmiths, University of London
51	University of Greenwich
52	Harper Adams University
53	Heriot-Watt University
54	University of Hertfordshire
55	University of Huddersfield
56	University of Hull
57	Keele University*
58	University of Kent
59	King's College London
60	Kingston University London
61	Lancaster University
62	University of Leeds
63	Leeds Beckett University
64	Leeds Arts University
65	Leeds Trinity University
66	University of Leicester
67	University of Lincoln
68	University of Liverpool
69	Liverpool Hope University
70	Liverpool Institute for Performing Arts
71	Liverpool John Moores University
72	Liverpool School of Tropical Medicine
73	London Metropolitan University
74	London School of Economics & Political Science
75	London School of Hygiene & Tropical Medicine
76	London South Bank University
77	University of London (Senate)
78	Loughborough University
79	University of Manchester
80	Manchester Metropolitan University
81	Middlesex University
82	Newcastle University
83	Newman University
84	University of Northampton
85	Northumbria University
86	Norwich University of the Arts
87	University of Nottingham*
88	Nottingham Trent University
89	Open University

90	University of Oxford
91	Oxford Brookes University
92	Plymouth University
93	University of Portsmouth
94	Queen Margaret University
95	Queen Mary University of London
96	Queen's University Belfast
97	University of Reading
98	Robert Gordon University
99	University of Roehampton
100	Rose Bruford College
101	Royal Academy of Music
102	Royal Agricultural University
103	The Royal Central School of Speech & Drama
104	Royal College of Art
105	Royal College of Music
106	Royal Holloway, University of London
107	Royal Northern College of Music
108	Royal Veterinary College
109	University of Salford
110	University of Sheffield
111	Sheffield Hallam University
112	SOAS, University of London
113	University of Southampton
114	Southampton Solent University
115	University of South Wales
116	University of St Andrews
117	St George's University of London
118	St Mary's University College, Belfast
119	St Mary's University, Twickenham
120	Staffordshire University
121	University of Stirling
122	University of St Mark & St John
123	Stranmillis University College
124	University of Strathclyde
125	University of Suffolk
126	University of Sunderland
127	University of Surrey
128	University of Sussex
129	Swansea University
130	Teesside University
131	Trinity Laban
132	Ulster University
133	University College Birmingham
134	University College London
135	University for the Creative Arts
136	University of Wales - Registry



137	University of Wales Trinity Saint David
138	University of Warwick
139	University of West London
140	University of the West of England, Bristol
141	University of the West of Scotland
142	University of Westminster
143	University of Winchester
144	University of Wolverhampton
145	University of Worcester
146	University of York
147	York St John University

\* As per previous years, these HEIs do not participate for all staff groups.