

## University and College Union

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**To** HE branch secretaries

**Topic** **Election of USS Superannuation Working Group negotiators – call for nominations**

**Action** **Raise with HE sector conference delegates; nominations to be received by 17:00 on Wednesday 21 October 2020**

**Summary** USS Superannuation Working Group negotiators – three delegates plus two reserves - will be elected by the interim on-line HE sector conference. Nominations are now called for.

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

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Dear Colleague

### **Call for nominations: USS SWG negotiators**

Motion HE8, as amended, passed at Higher Education Sector Conference 2015 resolved the following: USS negotiators shall be elected annually at annual HESC. Following the postponement of the annual Congress and sector conferences scheduled for May 2020, these elections will now take place amongst HE delegates from USS branches to the interim on-line Congress and sector conferences taking place 28-30 October 2020.

The USS negotiating team shall be the following:

1. Chair of HEC or nominee
2. National official
3. Three delegates plus two reserves elected by and from delegates from USS branches to annual HESC.

Candidates for election in category (3) must be in active membership of USS and not already in receipt of a full USS pension.

The Higher Education Committee (HEC) considered the resolution and has agreed how it will be implemented. The election formula agreed by HESC is unaffected by the changes, however the nomination process, which is not agreed by HESC, will change.

The formula can be found at Appendix 1.

This circular opens nominations for election of 5 negotiators to the USS SWG.

There will be one election pool. All five positions will be elected at the same time via the application of the HESC national negotiators formula. The first three candidates elected will be the USS SWG negotiators. The next two candidates elected will be the reserves.

All delegates to HESC who meet the eligibility criteria can be nominated – including

members of the Higher Education section of the National Executive Committee other than the officers.

**All candidates must be active members of USS, not in receipt of a full pension and at the time of submission of nomination must be in qualifying employment under rule 3.1.1 or have been in qualifying employment within the preceding 6 months, unless a pattern of casualised work in the post-16 education sector can be proven within the preceding 24 months. Candidates must provide, as part of their nomination, evidence of their qualifying employment, normally in the form of a copy of a payslip for work carried out within the preceding 6 months, or, in the case of a member who is self-employed, evidence of payment for work carried out within the preceding 6 months, or of a pattern of casualised work in the post-16 education sector within the preceding 24 months, to be received by the deadline for nomination. Any dispute in regards to a candidate's eligibility will be referred for decision to the chair of HEC who shall be advised by the National Head of Democratic Services.**

**NOMINATIONS OPEN: 8 September 2020**

**NOMINATIONS CLOSE: 17:00, Wednesday 21 October 2020**

The process is by self-nomination. If your delegate wishes to stand for one of the five positions to be elected, they should complete the form attached at Appendix 2 and email the completed form to [pbridge@ucu.org.uk](mailto:pbridge@ucu.org.uk) together with proof of employment by **17:00 on Wednesday 21 October 2020.**

An electronic ballot will be held after the interim on-line Congress and sector conference meetings on 28-30 October 2020. The electorate will be voting delegates from USS institutions who registered for and joined the on-line HE sector conference.

Those members elected will serve until the completion of the next elections at the annual Congress meeting, which is currently scheduled for 29-31 May 2021.

Yours sincerely

Dr Jo Grady

General Secretary

**FORMULA FOR THE ELECTION OF NEGOTIATORS**

- A. The total number of representatives shall be eight.
- B. All non-ex officio elected negotiators must be in current employment in the HE sector when elected.
- C. Four negotiators shall be ex officio; namely:
  - 1. Chair of HEC
  - 2. Vice-chair (pre-92) of HEC
  - 3. Vice-chair (post-92) of HEC
  - 4. Secretary of HEC/National Head of HE
- D. Four negotiators shall be elected by a meeting of HESC
- E. Elections to 5, 6, 7 and 8 shall be subject to the following provisos at the time of election: that of the seven lay members
  - (a) at least two are from the pre-92 sector and at least two are from the post-92 sector;
  - (b) at least two are women and at least two are men.
- F. Should circumstances arise in which a reserve is required to fill a temporarily vacant place, the Chair and Vice-Chairs of HEC collectively are authorized to determine a suitable replacement for that purpose only.
- G. The first set of elections will be held in conjunction with the conference which approves these rules. Subject to (B), all delegates to the relevant HE Sector conference shall be eligible for nomination, and all members of the current HEC. Nominations will be by self-nomination from those who are official voting delegates to the relevant sector conference.
- H. After the first election, subsequent elections of negotiators will be held at the sector conference during congress. Subject to (B), all delegates to congress within the HE Sector conference shall be eligible for nomination, and all members of the HEC which takes office immediately after congress.
- I. The formula will remain in force unless and until modified by a motion to HESC passed by a simple majority.

**FORM FOR THE NOMINATION OF USS Superannuation Working Group Negotiators**

Please complete this form and email it along with proof of employment to Paul Bridge [pbridge@ucu.org.uk](mailto:pbridge@ucu.org.uk) by **17:00 on Wednesday 21 October 2020**.

**NOTE: to be eligible for nomination, a member must be a HE delegate to the on-line interim sector conferences 29 October 2020, from a USS branch.**

**Name:**

**Gender:**

**Branch/LA:**

**Employment status (please indicate whether full-time, part-time, hourly-paid etc):**

**USS pension confirmation (pay slip or pension statement)**

**Place(s) of employment**

**Experience of negotiation (a statement of no more than 150 words)**