



Raj Jethwa
Chief Executive, UCEA
Woburn House
20 Tavistock Square
London WC1H 9HQ

Monday 18 October 2021

Dear Raj,

Today ballots for industrial action are opening at 152 universities over cuts to USS pensions and over pay, job security, workload and equality.

Out of that 152, six institutions will be balloted on USS only, 78 will be balloted over pay and working conditions, and another 68 institutions in the UK will face two ballots over both USS and pay and working conditions.

I am confident that UCU members will give their union a mandate to call industrial action before the end of this term. When that happens, students will rightly blame university bosses, not staff, for allowing the disruption to take place.

Universities' income is higher than ever, but over the past decade employers have chosen to spend less of that money on staff. They can afford to reverse that trend. As the person who represents employers in the Four Fights dispute, you have more power than anyone else to make sure that employers meet UCU members' demands before any industrial action has to take place. UCU members want sector-wide action to:

- An increase to all spine points on the national pay scale of £2,500
- Nationally agreed action, using an intersectional approach, to close the gender, ethnic and disability pay gaps
- An agreed framework to eliminate precarious employment practices by universities
- Nationally agreed action to address excessive workloads and unpaid work, to include workload models and Covid related changes to working practices;

UCU members will not walk away from this dispute until employers agree to make rapid progress on all of these issues. That progress has to start now – not in a few years' time, not at a glacial pace, but immediately.

I am therefore giving you three weeks to come forward with proposals to meet these modest demands. If you do not, the inevitable disruption will be your responsibility.

Yours,

A handwritten signature in black ink that reads "Jo Grady". The signature is written in a cursive, slightly informal style.

Dr Jo Grady
General Secretary UCU