



Alistair Jarvis
CEO, Universities UK
Woburn House
20 Tavistock Square
London WC1H 9HQ

Monday 8 November 2021

Dear Alistair,

Last Thursday UCU confirmed the results of the USS ballot to individual employers and published the full set of results on our website.

Overall turnout was 53%, 76% voted in favour of strike action, and 88% voted additionally for action short of strike action. 37 branches will be able to take strike action.

This is an impressive set of results achieved during a short ballot window. UCU members clearly reject the UUK proposed detrimental changes to their pension and want a new valuation. Members are determined to take industrial action to achieve a better outcome.

This week branches will meet to discuss the ballot results and what the next steps will be. On the morning of Friday 12 November, branches will come together to collectively discuss matters. The Higher Education Committee (HEC) meets in the afternoon of Friday 12 November to consider agree the next steps. I will be recommending a programme of strike action this term and the re-balloting of branches that fell short of the 50% ballot threshold. A large number of branches were within 10% of that threshold. Some only a few votes away.

We want to resolve the disputes without industrial action but, unless the employers give UUK a mandate to improve the rejected final offer. It is absolutely clear that the responsibility for any disruption of students' learning lies with the employers and with UUK – you have the ability to avoid disruption by entering into meaningful negotiations immediately.

We call on UUK to consult employers on:

- Withdrawing their current un-agreed detrimental changes to members' pensions;
- Whether they would be prepared to pay higher contributions for fixed period of time to allow a negotiated settlement; and
- To call publically for a 2021 valuation.

There is still time to avoid widespread industrial action across the sector before Christmas and escalating into the spring and beyond.

I look forward to hearing from you.

Yours,

A handwritten signature in black ink that reads "Jo Grady". The first letter "J" is large and stylized, followed by the name "Grady" in a cursive script.

Dr Jo Grady
General Secretary UCU