



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

Monday 8 November 2021

Dear Raj,

Last Friday UCU confirmed the results of the New JNCHES dispute 2021/21 ballot to individual employers and published to the full set of results on our website.

Overall turnout was 51%, 70% voted in favour of strike action, and 85% voted additionally for action short of strike action. 54 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 UCEA final offer and 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 UCEA a mandate to improve the rejected final offer, industrial action is inevitable. It is absolutely clear than the responsibility for any disruption of students' learning lies with the employers and with UCEA – you have the ability to avoid disruption by entering into meaningful negotiations immediately.

We call on UCEA to consult employers on:

- Improving their pay offer; and
- Committing to meaningful agreements and action on casualisation, workload, and equality pay gaps.

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 sincerely,

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

Dr Jo Grady
General Secretary UCU