

Dr J Grady  
General Secretary  
Universities and Colleges Union  
Carlow Street  
London NW1 7LH

**By email**

10 November 2021

Dear Jo,

**New JNCHES negotiating round 2021-22**

Thank you for your letter of 8 November 2021 providing the results of your recent ballot for industrial action in respect of the 2021-22 New JNCHES pay round.

The results of your ballot do not change the fact that many HEIs continue to face significant financial uncertainty. Given the varying and uncertain financial situations facing institutions, UCEA's position remains that the national pay uplift implemented in August is the best way to support and safeguard the future of the sector as a whole.

My letter of 18 October 2021 sets out UCEA's full offer. As confirmed in that letter, UCEA is willing to meet with your negotiators, if you think that offer provides a potential resolution. We would ask you to think again before proceeding with damaging industrial action which will disrupt the vital support which students will be relying on from their institutions.

Yours sincerely,



**Raj Jethwa**  
Chief Executive