

24 October 2022

INDUSTRIAL ACTION BALLOT – UCU PAY AND CONDITIONS OF SERVICE

Our independent scrutineers' report, as required in accordance with section 231B of the Trade Union and Labour Relations (Consolidation) Act 1992, for the above ballot which closed at **5pm on Friday, 21 October 2022**, is as follows:-

Number of individuals who were entitled to vote in the ballot	65,996
Number of votes cast in the ballot	38,088
Votes cast in the ballot as a % of individuals who were entitled to vote	57.71%

Question: ARE YOU PREPARED TO TAKE INDUSTRIAL ACTION CONSISTING OF STRIKE ACTION?

Number of spoilt or otherwise invalid voting papers returned	166
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Result of Voting

Yes	30,769	81.14%
No	7,153	18.86%

We are satisfied:

a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot

b) that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,

c) that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

Civica Election Services

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PAY AND CONDITIONS OF SERVICE**

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Number of individuals who were entitled to vote in the ballot	65,996
Number of votes cast in the ballot	38,088
Votes cast in the ballot as a % of individuals who were entitled to vote	57.71%

Question: ARE YOU PREPARED TO TAKE INDUSTRIAL ACTION CONSISTING OF ACTION SHORT OF STRIKE ACTION (which for this purpose is defined to include overtime and call-out bans)?

Number of spoilt or otherwise invalid voting papers returned	174
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Result of Voting

Yes	33,648	88.75%
No	4,266	11.25%

We are satisfied:

- a) that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot
- b) that the arrangements made with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for the counting of the votes, included all such security arrangements as were reasonably practicable for the purpose of minimizing the risk that any unfairness or malpractice might occur,
- c) that we have been able to carry out the functions conferred on us under section 226B(1) without any interference from the trade union or any of its members, officials or employees.

We would draw your attention to subsection 231B (2) which requires that, for a six month period starting from the date of the ballot, a copy of this report be made available, on request, to any person who was entitled to vote in the ballot and the employer of any such person. A reasonable fee may be charged for this service.

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