

University and College Union

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To	HE branch secretaries
Topic	Election of HE UK negotiators: call for nominations
Action	Raise with HE sector conference delegates; nominations to be received by 17:00 on Monday 12 May 2025
Summary	HE UK negotiators will be elected by the annual HE sector conference. Nominations are now called for.
Contact	Shahenda Suliman, Head of higher education (ssuliman@UCU.ORG.UK) or demservices@ucu.org.uk for nomination queries

Dear Colleague

Call for nominations: HE UK negotiators

In accordance with rule 16.4, the Higher Education Sector Conference has agreed a formula for the election of UK negotiators for the higher education sector. These elections will take place amongst delegates to the Congress and sector conferences taking place 24 – 26 May 2025.

The formula for the election of these negotiators is attached as **Appendix 1**.

Under the agreed formula there are eight negotiators in total, forming a pool for purposes of formal negotiations with UCEA under New JNCHES, and trade-union side discussions on a variety of matters.

Four of the negotiators are, ex officio, the National Head of HE, the Vice-President for HE, and the two vice-chairs of the HE Committee. The other four are elected from the delegates to conference each year, and serve for one year.

If elected, you should be prepared to participate in regular (about once every two/three months) meetings with the other trade unions, and occasional intense periods of negotiation when pay claims are under discussion.

This is a formal request for nominations for the four members of the HE negotiating team who are elected from sector conference.

All delegates to Higher Education Sector Conference who are in current employment are eligible to be nominated – including higher education members of the National Executive Committee other than the officers.

At the time of submission of nomination candidates must be in qualifying

employment under rule 3.1.1 or have been in qualifying employment within the preceding 6 months, unless a pattern of casualised work in the post-16 education sector can be proven within the preceding 24 months. Candidates must provide, as part of their nomination, evidence of their qualifying employment, normally in the form of a copy of a payslip for work carried out within the preceding 6 months, or, in the case of a member who is self-employed, evidence of payment for work carried out within the preceding 6 months, or of a pattern of casualised work in the post-16 education sector within the preceding 24 months, to be received by the deadline for nomination. Any dispute in regards to a candidate's eligibility will be referred for decision to the chair of HEC who shall be advised by the Head of Democratic Services.

NOMINATIONS OPEN: Friday 4 April 2025

NOMINATIONS CLOSE: 17:00, Monday 12 May 2025.

The process is by self-nomination. If your delegate wishes to stand as one of the four elected negotiators they should complete the [online nomination form here](#) by **17:00 on Monday 12 May 2025**. A hard copy or Word document version can be made available on request by emailing demservices@ucu.org.uk. Members can also submit proof of employment by email if preferred.

If necessary, a ballot will be held during the Congress and sector conference meetings on 24 – 26 May 2025. The electorate will be the voting delegates registered for and attending the HE sector conference.

Those members elected will serve until the completion of the next elections at the annual Congress and sector conferences in 2026.

Yours sincerely

Dr Jo Grady
General Secretary

FORMULA FOR THE ELECTION OF NEGOTIATORS

- A. The total number of representatives shall be eight.
- B. All non-ex officio elected negotiators must be in current employment in the HE sector when elected.
- C. Four negotiators shall be ex officio; namely:
 - 1. Chair of HEC
 - 2. Vice-chair (pre-92) of HEC
 - 3. Vice-chair (post-92) of HEC
 - 4. Secretary of HEC / National Head of HE
- D. Four negotiators shall be elected by a meeting of HESC
- E. Elections to 5, 6, 7 and 8 shall be subject to the following provisos at the time of election: that of the seven lay members
 - (a) at least two are from the pre-92 sector and at least two are from the post-92 sector;
 - (b) at least two are women.
- F. Should circumstances arise in which a reserve is required to fill a temporarily vacant place, the Chair and Vice-Chairs of HEC collectively are authorized to determine a suitable replacement for that purpose only.
- G. The first set of elections will be held in conjunction with the conference which approves these rules. Subject to (B), all delegates to the relevant HE Sector conference shall be eligible for nomination, and all members of the current HEC. Nominations will be by self-nomination from those who are official voting delegates to the relevant sector conference.
- H. After the first election, subsequent elections of negotiators will be held at the sector conference during congress. Subject to (B), all delegates to congress within the HE Sector conference shall be eligible for nomination, and all members of the HEC which takes office immediately after congress.
- I. The formula will remain in force unless and until modified by a motion to HESC passed by a simple majority.