

02 December 2025

INDUSTRIAL ACTION BALLOT – UCU

2025/26 JOINT HIGHER EDUCATION TRADE UNION NATIONAL CLAIM NORTHERN IRELAND

Our independent scrutineers' report of voting, as required in accordance with the Trade Union and Labour Relations NI Order 1995, for the above ballot which closed at **5pm** on **Friday, 28 November 2025** is as follows:-

Number of votes cast in the ballot **250**

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

Number of spoilt or otherwise invalid voting papers returned **1**

Result of Voting

Yes 163 65.46%

No 86 34.54%

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 minimising 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 114 of the Trade Union and Labour Relations NI Order 1995 without any interference from the trade union or any of its members, officials or employees.

For a six-month period starting from the date of the ballot a copy of this report should 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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NORTHERN IRELAND

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Number of votes cast in the ballot **250**

ARE YOU PREPARED TO TAKE INDUSTRIAL ACTION CONSISTING OF ACTION SHORT OF STRIKE ACTION?

Number of spoilt or otherwise invalid voting papers returned **1**

Result of Voting

Yes	209	83.94%
No	40	16.06%

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 minimising 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 114 of the Trade Union and Labour Relations NI Order 1995 without any interference from the trade union or any of its members, officials or employees.

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