



Consultative Ballot

Unite is carrying out a full consultative ballot. That is why you will have received a ballot paper either for an internal ballot in your workplace or by post in some cases. The reason is the union wants as wide a participation in the consultative ballot as possible.

Each workplace will forward their totals for an aggregated ballot for all Unite members working in higher education as these matters will directly affect us all.

What will happen if Unite members vote by an aggregated majority to accept? Unite will inform UCEA the result of the Unite ballot and expect the offer to be applied. UCEA have asked that this is done before the end of October as the offer could be affected or withdrawn by the Government Comprehensive Spending Review.

What will happen if the aggregate ballot is to reject? If the result is close the matter will be referred back to the Unite National Education Industry Committee for further consideration. That is because if the result is not overwhelming moving to the next stage needs careful consideration.

If the offer is overwhelmingly rejected then the next stage logically is a full industrial action ballot. Such action could either be a strike ballot or action short of strike, such as work to rule or banning certain working practices. However even action short of strike could mean your pay being deducted. That is because the employers association UCEA are already on record as advising that is how HEI's will proceed if staff do not work without hindrance and to their full contractual commitments.

If the ballot result is overwhelmingly to reject it will also be referred back to the Unite National Education Industry Committee in any event, so that consideration on timing for any industrial action ballot can be made, the type of action being contemplated and timings if Unite should attend further meetings with the employers association, UCEA. There is even a possibility of ACAS intervention. All of these will be considered by the Unite National Education Industry Committee.

However you should not enter into this initial consultative ballot in the hope any future action is called off or resolved. If the ballot result is decisive to reject in all likelihood you would then be called on to vote in a formal secret industrial action ballot sent to your home address.

These are important considerations for you to make. Please read the material provided which is sent in good faith and has been checked for reasonable accuracy but is dependent on the material used as having been verified by others.

If you have any queries about the ballot or the negotiations please contact your local workplace representative in the first instance. He/She may refer the matter to the local union full time official if further clarification is need.

You are asked to provide further details on your full postal address, your job role and your exact workplace location by completing and returning a form with your consultative ballot paper. This material is needed to ensure our records are as up to date as possible. Please provide the details as it will help in any subsequent communications.

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Unite