

University and College Union

Carlow Street, London NW1 7LH, Tel. 020 7756 2500, www.ucu.org.uk

To	Branch and local association secretaries
Topic	Trustee, UK officer and National Executive Committee elections 2024-25: call for nominations
Action	Draw to the attention of members the current call for nominations
Summary	Nominations for Trustee, UK officer and NEC members are now open. Deadline for nominations: 17:00, Monday 11 November 2024
Contact	Democratic services team: demservices@ucu.org.uk ; Catherine Wilkinson, head of democratic services (cwilkinson@ucu.org.uk)

UCU UK ELECTIONS 2024-25

CALL FOR NOMINATIONS

- **TRUSTEES**
- **UK OFFICERS**
- **NATIONAL EXECUTIVE COMMITTEE MEMBERS**

This circular contains the formal notice which calls for nominations to Trustees, UK officer and National Executive Committee vacancies that will exist in 2025. Please draw this to the attention of members. Nominations are now open. Further information about these elections, including officer and NEC role descriptions which all prospective candidates should read, can be found at <http://www.ucu.org.uk/elections>.

The following vacancies will exist from the close of UCU's Congress meeting on 26 May, 2025 and are for two-year terms unless otherwise stated.

Trustees

- Three trustees of the union, for a term of five years

National officers

- Vice-President becoming president in 2027-28, who is a member of the higher education sector (who will serve as Vice President for 2025-26, President-Elect for 2026-27, President for 2027-28, and Immediate Past President for 2028-29)
- Honorary Treasurer, for a term of two years

National Executive Committee

- Fifteen vacancies for geographically-elected members of the National Executive Committee (eleven from the higher education sector, four from the further education sector)
- Six vacancies for UK-elected members of the National Executive Committee (four from the higher education sector, two from the further education sector)
- Eight vacancies for equality seats: for two representatives of disabled members, two representatives of LGBT+ members, two representatives of Black members, and two representatives of migrant members
- Two representatives of casually employed members (one from the higher education sector and one from the further education sector)
- One representative of members in land-based education, of either sector
- One representative of members in prison education, to be filled by a member from the FE sector

All nomination material for these positions, as described in the calling notice, must be received by **17:00 on Monday 11 November 2024.**

The full text of this notice plus nomination forms and related information can be found at <http://www.ucu.org.uk/elections>. Paper copies of these documents, including large print or other formats, can be requested from the democratic services team, demservices@ucu.org.uk.

Branch and local association secretaries are asked to draw this notice to the attention of members. Anyone with queries about the nomination or election process should contact the democratic services team.

Yours sincerely

Maxine Looby
President and returning officer

ELECTIONS 2024-25 – CALL FOR NOMINATIONS:

- **Trustees**
- **Vice President, becoming president 2027-28**
- **Honorary Treasurer**
- **National Executive Committee members**

In respect of the vacancies described in this election notice:

- All terms of office begin following the close of UCU's Congress meeting on 26 May 2025.
- All NEC positions, unless otherwise stated in this notice, are for a term of two years. The vice president (becoming president) position is as described in 2.1 below for a total of four years. Trustee positions are for a term of five years.
- Nomination forms and related information, including NEC and officer role descriptions, are available at <http://www.ucu.org.uk/elections>, or on request from the democratic services team at UCU Head Office (demservices@ucu.org.uk).
- The deadline for receipt of nominations to all vacancies in this election notice is **17:00 Monday 11 November 2024**, including the receipt of all supporting information. Nominations should be made on the appropriate form, and should be formally addressed to the President and emailed to the democratic services team, demservices@ucu.org.uk. Nominations can also be sent in hard copy to Democratic Services, UCU, Carlow St, London NW1 7LH. Receipt of all nominations will be acknowledged.
- All candidates who submit their completed nomination not less than ten working days before the closing date for nominations, shall be informed, not less than five working days before the closing date for nominations, whether there is any defect in their nomination, including any discrepancy in the membership standing of persons providing supporting signatures.
- The date on which this notice will be regarded as having been issued to members is 27 September 2024. Any person not in membership of the union on 27 September 2024 is not eligible for nomination to the positions described in this notice.
- Eligible candidates may be nominated to more than one of the positions listed in this notice. Nomination to each position will require a separate nomination to be submitted. Ballots to positions in this notice will be counted in the following order:
 - i. Trustees
 - ii. Vice President
 - iii. Honorary Treasurer
 - iv. Geographically-elected HE and FE members (Midlands, North West, South, Scotland [President, followed by Honorary Secretary], Wales)

- v. UK-elected HE and FE members
 - vi. Representatives of disabled members
 - vii. Representatives of lesbian, gay, bisexual and trans (LGBT+) members
 - viii. Representatives of Black members
 - ix. Representatives of migrant members
 - x. Representatives of casually employed members
 - xi. Representative of members in land-based education
 - xii. Representative of members in prison education
- and after a candidate is successfully elected, votes for that candidate will be disregarded in subsequent elections.

- Any ballots held as a result of this call for nominations are expected to be held 27 January – 3 March 2025. The deadline for the submission of election addresses for any such elections will be 17:00 on 3 December 2024.
- For these elections, the independent scrutineer appointed by the University and College Union for the purposes described in Section 49 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) is Civica Election Services, 33 Clarendon Road, London N8 0NW.

1 Trustees

Three vacancies exist for Trustees of the union, for a term of five years.

2 Officers of the Union

Two vacancies exist for officers of the union:

2.1 Vice-President (becoming President in 2027-28) who is a member of the higher education sector

The Vice-President will serve in that role for 2025-2026, and will serve as President-elect for 2026-2027, and as President for 2027-2028, and as Immediate Past President for 2028-2029.

2.2 Honorary Treasurer

The Honorary Treasurer will serve for a term of two years from the close of Congress 2025 to the close of Congress 2027.

Support for officer and trustee nominations

Nominations for officer and trustee positions must be supported by:

- a. the signed consent of the candidate;
- b. a statement confirming the office to which the candidate wishes to stand, and their Sector;
- c. either (i) the identifiable signatures of twenty members of the union who are entitled to vote in any ballot held to fill that position, not more than ten of whom may be from the same branch/local association, or (ii) a statement signed by the Presiding Officer or Honorary Secretary of a branch/local association that the

nomination has been adopted by a resolution at a quorate general meeting of that branch/local association;

- d. for officer nominations, a statement confirming that, at the time of nomination, the candidate is in qualifying employment under rule 3.1.1, or has 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, and shall provide proof of such qualifying employment, normally in the form of a payslip dated within the preceding 6 months, or as otherwise determined by the returning officer. If sectoral criteria apply, this should be reflected in the proof of qualifying employment.

Clause d. does not apply to trustee nominations.

3 Geographically-elected members of the National Executive Committee

Fifteen vacancies exist for geographically-elected members of the NEC:

3.1 From institutions in the Midlands

Three members from the higher education sector

One member from the further education sector

3.2 From institutions in the North West

Two members from the higher education sector

One member from the further education sector

3.5 From institutions in Scotland

Two members from the higher education sector, who will be nominated and elected as

- President of UCU Scotland
- Honorary secretary of UCU Scotland

Eligible members can stand for both of these positions. These two ballots will be counted in the order listed above.

3.3 From institutions in the South

Four members from the higher education sector (to include at least one woman)

One member from the further education sector

3.4 From institutions in Wales

One member from the from the further education sector (who will be vice president of UCU Cymru in 2025-26, and president of UCU Cymru in 2026-27).

4 UK-elected members of the National Executive Committee

Six vacancies exist for UK-elected members of the NEC:

4.1 Four NEC members from institutions in the higher education sector for a term of two years, to include:

- at least one will be employed, or, if unemployed, have been most recently employed, in an academic-related role

4.2 Two NEC members from institutions in the further education sector for a term of two years.

5 Equality Seats

Eight vacancies exist for the following equality seats for a term of two years:

5.1 Two representatives of disabled members

One seat to be filled by a member from the higher education sector, and one by a member from the further education sector. At least one of these seats must be filled by a woman.

Candidates standing for election to these seats must state that they are a disabled member.

5.2 Two representatives of LGBT+ members

One seat to be filled by a member from the higher education sector, and one by a member from the further education sector.

Candidates standing for election to these seats must state they are LGBT+. (In UCU's rules, LGBT+ mean lesbian, gay, bisexual, trans or any other non-heterosexual or non-binary identity.)

5.3 Two representatives of black members

At least one of these seats must be filled by a woman.

Candidates standing for election to these seats must state that they are a black member.

5.4 Two representatives of migrant members

One of these seats must be filled by a non-EU migrant member.

Candidates standing for election to these seats must state that they are a migrant member.

6 Two representatives of casually employed members

One seat to be filled by a member from the higher education sector, and one by a member from the further education sector.

Candidates standing for election to these seats must state that they are employed, or, if not employed at the time of nomination, have been most recently employed on a casual contract in their main employment.

7 One representative of members in land-based education

To be filled by a member of either sector.

Candidates for election to this seat must state that they are employed in land-based education in their main employment, or, if not employed at the time of nomination, have been most recently employed in land-based education in their main employment.

8 One representative of members in prison education

To be filled by a member from the FE sector.

Candidates for election to this seat must state that they are employed in prison education in their main employment, or, if not employed at the time of nomination, have been most recently employed in prison education in their main employment.

Support for National Executive Committee nominations

Nominations for National Executive Committee positions other than officer positions (all seats in sections 3-8 of this notice) must be supported by:

- a. the signed consent of the candidate;
- b. a statement confirming the position to which the candidate wishes to stand; their Sector; their gender; their region; any category described in paragraph 18.8.2i-18.8.2iii of the Rules that apply; and the category as described in Rule 18.8.5i if it applies;
- c. either (i) the identifiable signatures of ten members of the Union who are entitled to vote in any ballot held to fill that position, not more than five of whom may be from the same branch/local association, or (ii) a statement signed by the Presiding Officer or Honorary Secretary of a local association or branch that the nomination has been adopted by a resolution at a quorate general meeting of that branch/local association;
- d. a statement confirming that, at the time of nomination, the candidate is in qualifying employment under rule 3.1.1, or has 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, and shall provide proof of such qualifying employment, normally in the form of a payslip dated within the preceding 6 months, or as otherwise determined by the returning officer. If geographical and/or sectoral criteria apply, these should be reflected in the proof of qualifying employment.