

5 July 2022

Dr J Grady
General Secretary
University and College Union
Carlow Street
London
NW1 7LH

Dear Jo,

Review of USS governance

As you will know, UUK plans to initiate a review of the governance of USS; this is one of the commitments made by USS employers as part of the [package of measures](#) put forward at the Joint Negotiating Committee to conclude the 2020 valuation. We will shortly begin a consultation with employers on the approach to the review, and I attach a copy of this initial consultation for your information, and to invite your comments and views.

As you will see, our plan is to appoint an independent Chair to lead the review group. This will be someone who we hope will have the support and confidence of all those involved with the scheme and will carry out the review in an open and inclusive manner ensuring that the full range of views and opinions are heard, covering all the important aspects of scheme governance.

We think it appropriate for UUK to initiate the review, and to put forward for consultation draft terms and potential scope so that they can be commented upon. Our sincere hope is that UCU will feel able to participate in the review, and to work with the independent Chair as the review progresses – providing the valuable inputs and perspectives that you will have on these important matters and contribute towards the improvement of the scheme's future governance. Of course, there will be sensitivities around some areas of scheme governance that we plan to include in the review – for example, the actuarial valuation and the relationship between the USS Trustee and the JNC – which have been at the very centre of the stresses upon the scheme in recent times. We also think it important to look at the role and

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effectiveness of the representative bodies, not least UUK itself, because it is right that these things are included, and to see if improvements can be identified.

I hope that you and your UCU team will be willing to be involved, to help to shape and finalise the approach and to then play an active part in the discussions led by the independent Chair. If you have any initial comments on the draft consultation document, I would be pleased to see and review them – and if a discussion regarding the planned review would be useful then please do not hesitate to contact me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Chris Hale', is centered below the closing. The signature is fluid and cursive.

Chris Hale

Interim Chief Executive
Universities UK

cc Paul Bridge, Head of Higher Education, UCU

Enclosure: Consultation document