

11th September 2023

Dear Colleague

Industrial Action – University & College Union (UCU)

I am writing to advise you that the University and College Union (UCU) has announced strike action with regards to their ongoing dispute concerning 2022/23 national claim. The University has been informed that there will be discontinuous strike action for UCU members on Monday 18th, Tuesday 19th, Tuesday 26th, Wednesday 27th and Thursday 28th of September 2023.

You will understand that the University is not party to personal information pertaining to UCU membership and is therefore unable to identify those colleagues who are eligible to participate in strike action. Forgive me therefore for writing to everyone employed across the job families for whom UCU is the recognised union. I apologise to those of you who are not involved.

[Recent staff communications](#) have reiterated the University's position on the pay claim. Further industrial action will not alter the University's position and we will continue to support further talks aimed at achieving a resolution to the national dispute. We will continue to do everything we can to minimise the impact on the student experience.

Colleagues should be aware that participating in strike action will be regarded as a breach of contract and a salary deduction will be made as outlined in our [Industrial Action Policy](#).

- a deduction equivalent to a daily rate of 1/365th of annual salary will be made for each day of strike action for colleagues employed on a full-time basis.
- a proportional deduction will be made equivalent to contractual hours for part-time colleagues who are scheduled to work on each day of strike action.

Pay deductions for strike action will be made from the October 2023 salary payment. Colleagues should be aware that the University is not obliged to make pension contributions for those in membership when not attending work due to strike action. However, as a gesture of goodwill, the University will continue to pay employer contributions for participating scheme members. Similarly, employee pension contributions will be deducted as normal irrespective of any reduction in salary as a consequence of participation in industrial action. This will ensure continuity of pension scheme membership and life assurance benefits.

I kindly request that those participating in the action notify their Head of School or Service if they have taken strike action on or after the event by completing and returning the form below **no later than Friday 29th September 2023.**

Further information, the University's Industrial Action Policy and FAQs, can be found on the [HR – Industrial action webpage](#). If you have any queries about this letter, please contact your [College or University Services People & OD team](#).

Kind regards

Christine Barr

Christine Barr
Executive Director of People & Organisational Development

NOTIFICATION OF PARTICIPATION IN STRIKE ACTION

Please complete the below in relation to Strike Action.

Name:

Employee Number:

School/College/Service:

Please identify which day(s) you are/were participating in strike action. For those employed on more than one contract please use the space to the side to note the specific role in relation to which you were participating in strike action.

Monday 18 th September 2023	
Tuesday 19 th September 2023	
Tuesday 26 th September 2023	
Wednesday 27 th September 2023	
Thursday 28 th September 2023	

Signed **Date**

This declaration form must be returned to your **Head of School or Service** **no later than Friday 29th September 2023**. If for any reason you are unable to return the form by the deadline, kindly contact your Head of School or Service immediately.

Deductions will be made in the October 2023 payroll.