**Northumbria’s Position on Industrial Action and Withholding Pay**

The University is required to set out, in advance, its position on withholding pay in relation to strike action and action short of strike (ASOS).

Noting that the nature and impact of industrial action may change over the course of a dispute, the University’s position is a follows:

* Where strike action is taken by an individual the University will withhold on the basis of 1/365 for each day of strike action.
* Pay will be deducted on the next available payroll date (depending on payroll deadlines).
* The University does not accept partial performance of duties by any member of staff. Colleagues who participate in ASOS amounting to partial performance will be in breach of contract and the University reserves the right to withhold up to 100% of contractual pay for each day of no or partial performance.
* The University reserves the right to determine the exact timing and proportion of pay withheld for ASOS. While the University may not immediately withhold salary payments for ASOS, it reserves the right to do so at any time and will communicate any change in approach to all colleagues.
* When determining the proportion of pay withheld for ASOS the University will take account of levels of disruption and impact, particularly on our students and their learning outcomes, but also on staff not participating in ASOS, the risk of student litigation for breach of contract, increased costs incurred because of ASOS, the potential damage to the University’s reputation and any other relevant factors.