**From:** Beth Lenney <[beth.lenney@northumbria.ac.uk](mailto:beth.lenney@northumbria.ac.uk)> **On Behalf Of** Jane Embley  
**Sent:** 02 December 2022 11:16  
**To:** NU All Academic Staff <[nuallacademicstaff@livenorthumbriaac.onmicrosoft.com](mailto:nuallacademicstaff@livenorthumbriaac.onmicrosoft.com)>  
**Subject:** A message from Jane Embley to all academic staff – 2 December 2022

Dear Colleagues

Further to my e-mail on 23 November, I wanted to provide an update on the recent three days of strike action, and to remind colleagues who participated how to notify the University of this, as well as updating you about our discussions with UCU.

**Industrial Action on 24, 25 and 30 November**

Over the three days of strike action 17.9% of our on campus sessions were affected and this impacted 13.4% of our students. Thank you to colleagues who provided advance notice which enabled their sessions to be covered.

To date 81 colleagues have advised us of their participation in at least one day of strike action and if you took part this is to remind you how to report this using the [online notification](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3D3c9X5zUfV0Svj3ycaxQ349I-pQMP2WJLpruHqY6aI51UQkw2NU9ZRUtWQVBSMENVTFNXVFlYUVRYWCQlQCN0PWcu%26wdLOR%3Dc042CB7AA-CC4E-4F40-9299-512D0E8210AB&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C87efe672a6cb48a5743408dad461f384%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638055814406011158%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=48xbNsnmhn923fpLPHnsswx91D7iG4Mf7IR%2F8O0S%2FEs%3D&reserved=0). Notifications are required by Monday 5 December 2022 at the latest.  Information about the University’s position on industrial action, withholding pay, and how your data will be processed, can be found on the [Industrial Action website.](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.northumbria.ac.uk%2Fabout-us%2Findustrial-action&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C87efe672a6cb48a5743408dad461f384%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638055814406167867%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=35SCtSyzG16tUAFcNoORKTEDlVKZ8UomeCqmTIm1GUA%3D&reserved=0)

**Pay and the University’s offer of a non-consolidated supplement**

As I explained in my [last email](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnorthumbria-cdn.azureedge.net%2F-%2Fmedia%2Ffiles%2Fword%2Fe-mail-from-jane-embley-to-all-academic-staff---23-november-22.docx%3Fmodified%3D20221124170108&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C87efe672a6cb48a5743408dad461f384%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638055814406167867%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=upDrekMTR97T9dkkIlrrSTbhLm7fOrf5moLBsPMxRQc%3D&reserved=0), relative to others in the sector, Northumbria is in a strong position in relation to all aspects of the national dispute and we have been working on a joint statement with UCU to recognise this and the University’s offer of a salary supplement from 1 January 2023.

The latest version of the joint statement can be found [here](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fone.northumbria.ac.uk%2Fhr%2Fhome%2FPages%2FNorthumbria-and-UCU-joint-statement.aspx&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C87efe672a6cb48a5743408dad461f384%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638055814406167867%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=BvTud71zy1l4EvLJ2jg8eTnASJQqO2pMiztsjem%2Bi2Y%3D&reserved=0).  We remain hopeful that UCU will recommend it to Branch members over the next two weeks which will lead to the supplement, as outlined in [Professor Tom Lawson’s e-mail of 8 November](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnorthumbria-cdn.azureedge.net%2F-%2Fmedia%2Ffiles%2Fword%2Fe-mail-from-tom-lawson-to-all-colleagues---8-november-22.docx%3Fmodified%3D20221124170109&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C87efe672a6cb48a5743408dad461f384%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638055814406167867%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=1uq3ryyIynPek2U%2F%2Bs9a2uH6%2FVw31KVbWDPizXGB%2BQY%3D&reserved=0), being implemented from 1 January 2023.  We will keep you updated in relation to this.

Please do not hesitate to contact Tom or me if you have any questions.

Best wishes

Jane

**Jane Embley (she/her)**

*Director of Human Resources & Organisational Development*

[Jane.Embley@Northumbria.ac.uk](mailto:Jane.Embley@Northumbria.ac.uk)

Sutherland Building, Northumbria University, Newcastle upon Tyne, NE1 8ST, United Kingdom



Have you seen our October [People Update](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Flivenorthumbriaac.sharepoint.com%2Fsites%2Fhru%2FSitePages%2FOctober_2022.aspx&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C87efe672a6cb48a5743408dad461f384%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638055814406167867%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=fJJoib3eBZeNv4ziakH%2FsEIY9GSFkf3HDMf0e4dDyHw%3D&reserved=0)? For any queries or requests in relation to Human Resources please contact [Ask HR](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fone.northumbria.ac.uk%2Fhr%2Fhome%2FPages%2FAsk%2520HR.aspx&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C87efe672a6cb48a5743408dad461f384%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638055814406167867%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=NfEj96Wx1S3O4Yr%2BwD%2BgjGUiPIo6iKAdpcQlBt9jMVg%3D&reserved=0)

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