**From:** Beth Lenney <[beth.lenney@northumbria.ac.uk](mailto:beth.lenney@northumbria.ac.uk)> on behalf of Jane Embley <[jane.embley@northumbria.ac.uk](mailto:jane.embley@northumbria.ac.uk)>  
**Date:** Wednesday, 23 November 2022 at 10:02  
**To:** NU All Academic Staff <[nuallacademicstaff@livenorthumbriaac.onmicrosoft.com](mailto:nuallacademicstaff@livenorthumbriaac.onmicrosoft.com)>  
**Subject:** Important Update for Academic Staff

**This email is being sent to all academic staff on behalf of Jane Embley, Director of Human Resources and Organisational Development**

Dear Colleague

We have been in discussions with UCU over recent weeks. These discussions were established to identify ways the University could avoid or minimise the negative impact of industrial action on our students, planned from tomorrow, in the context of the University’s willingness to agree a non-consolidated pay supplement in response to cost of living pressures faced by our colleagues.  Professor Tom Lawson’s email on 8th November explained the approach we were taking to those discussions and promised to keep you updated.

We have been working on developing a joint statement with UCU which recognises Northumbria’s offer of a salary supplement and acknowledges the positive position of Northumbria in relation to the other aspects of the national dispute such as equality, precarity, insecure contracts and workload. At Northumbria the position is more positive than in most institutions with no median gender pay gap and a mean pay gap of 1.56% for academic staff, and 94.6% of academic staff on permanent contracts. Northumbria is committed to doing more work in these areas, and a project to consider academic workloads will commence soon to understand and address issues faced by colleagues.

Regrettably it has not yet been possible to reach agreement on the Statement, as the UCU Executive wishes to seek the agreement of the Northumbria Branch before it is endorsed and published. We have held a series of meetings, and have exchanged a number of emails, to discuss and shape this and UCU has engaged positively with us in this work. We remain hopeful that UCU will recommend it to Branch members soon.

In relation to this week’s national action any UCU member at Northumbria who intends to participate is asked to review the online [FAQs](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%7C2544d049c217410a9f2a08dacd3a3648%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638047947206948293%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=H7a4OpQiBPXR6lnWRlxUZM7y1x%2FqcKdh5B5tvu6TVbk%3D&reserved=0) which contain information about how to notify the University in advance using this [optional online notification,](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3D3c9X5zUfV0Svj3ycaxQ349I-pQMP2WJLpruHqY6aI51UQzFQTkY4NVJZSldOODhaTzdUM0E5VDNMRSQlQCN0PWcu&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C2544d049c217410a9f2a08dacd3a3648%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638047947206948293%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=6OeQuohvxPY3wWLWKzBu9yuihqMjjiFqss5%2Fir1Wzw0%3D&reserved=0) notifying the University after you have participated via this [mandatory online notification](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3D3c9X5zUfV0Svj3ycaxQ349I-pQMP2WJLpruHqY6aI51UQkw2NU9ZRUtWQVBSMENVTFNXVFlYUVRYWCQlQCN0PWcu&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C2544d049c217410a9f2a08dacd3a3648%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638047947206948293%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=js%2Fzhw4bSDwOipCguhWRNn0VlFpcWgsYJKbjlsXpOho%3D&reserved=0) and other operational arrangements, including what you may and may not say to students and how, and when, any pay will be withheld.

We will continue to keep our arrangements under review with a view to minimising the damaging impact of industrial action on our students. The University’s leadership team will also consider how we can best fulfil our absolute commitment to easing cost of living pressures for colleagues.

Best wishes

Jane Embley

**Jane Embley (she/her)**

*Director of Human Resources & Organisational Development*

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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%7C2544d049c217410a9f2a08dacd3a3648%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638047947206948293%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=6uT5zre6Poq6wgSUjEG24lj8TGq%2FJqz96F6M1Widh5w%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%7C2544d049c217410a9f2a08dacd3a3648%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638047947207104500%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=pAvW%2BzWqq%2Fda2o9AlotbFTvIIGmFk8j%2FlB4qrE2UbPQ%3D&reserved=0)

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