

From: Northumbria Announcements it.announcements@northumbria.ac.uk

Sent: Monday, March 9, 2026 14:51

Subject: – Information for colleagues participating in UCU's industrial action

This message is being sent to all academic colleagues but is most relevant to colleagues participating in UCU's industrial action



Dear colleagues,

I am writing to provide a reminder for anyone who is participating, or may choose to participate, in industrial action over the coming weeks. The information below sets out what is required during this period to ensure we can continue to plan appropriately for students and colleagues.

Notifying the University

All colleagues who take part in strike action must notify the University on their first day back at work after each period of action, using [the mandatory online notification](#).

Colleagues who intend to participate in the strike action on 16, 17, 25, 26, 27 March and 20, 21, 22, 23, 24 April 2026, may, if they feel able, notify the university in advance by completing this [optional online notification](#).

Mitigation and Action Short of Strike (ASOS)

As outlined in earlier communications (16 and 24 February) and in [the University's published material on industrial action](#), the University reserves the right to withhold 100% of pay where full contractual duties are not fulfilled. This includes not providing the details of how students' lost learning will be mitigated and not making reasonable adjustments to current workload to prioritise student learning when asked to do so.

The vast majority of colleagues have engaged with this process, and we are grateful for the cooperation shown.

In some cases, however, colleagues have not engaged in providing details of or delivered mitigation. This makes it difficult for the University to plan appropriate arrangements to minimise disruption to students.

It is important that colleagues who choose not to engage with the mitigation process understand the University's position so they can make informed decisions.

- Colleagues are expected to prioritise requests for mitigation information and respond within 24 hours of receiving the request, unless a prompt response is genuinely not possible (for example, if a colleague is on annual leave). This expectation is reasonable, because protecting students' learning is our priority.
- Where information is not provided within this timeframe, the absence of mitigation is treated as partial performance of contractual duties. As the University does not accept partial performance, 100% of pay will be withheld from the information request deadline, and will continue to be withheld until full duties are resumed i.e. mitigation has been delivered or the colleague has confirmed that they have resumed full duties.
- Any work undertaken during this period will be treated as voluntary and therefore not eligible for payment, as pay is only due when full contractual duties are fulfilled.

We are aware that colleagues may have questions about this process, including how their workload may be adjusted. [The University's Industrial Action webpage](#) provides responses to the frequently raised queries. As the requirement to provide this information is reasonable and applies consistently, raising questions will not delay the withholding of pay.

Pay will be withheld in April for any periods of Action Short of a Strike (ASOS) taken during February and March. If it becomes evident after the fact that a colleague participated in ASOS, the University may withhold pay retrospectively, in accordance with the *Industrial Action and Withholding Pay Policy*.

Support for colleagues

We recognise that for many colleagues, deciding whether or not to participate in industrial action is not a decision taken lightly. It can bring mixed feelings, personal dilemmas, and a sense of conflict between professional responsibilities and individual beliefs. If you are finding this period challenging, please remember that support is available. Our [Employee Assistance Programme \(EAP\)](#) offers confidential advice, counselling, and wellbeing resources, and colleagues can access this service at any time should they wish to talk things through or seek support.

Best wishes,

Louise

Louise Johnson

Director of HR

