

**From:** Northumbria Announcements <it.announce@northumbria.ac.uk>

**Sent:** 17 March 2022 16:24

**Subject:** A message from Jane Embley - Industrial action update

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

17 March 2022

Dear Colleagues,

Further to my email on 3 March I wanted to provide an update on the industrial action which is being taken by some UCU members at Northumbria, so that all academic colleagues are aware of the current situation.

### **Previous strike action**

The first period of strike action took place on 21, 22, 28 February and 1, 2 March. During this period 249 colleagues notified the University that they participated in at least one day of strike action.

Colleagues who notified the University prior to 16 March of their participation on these dates will have their pay adjusted in March. Pay adjustments will be made in April for any notifications received after this date. Please contact [AskHR](#) for pay queries that are not answered in the [FAQs](#).

### **Forthcoming strike action**

UCU has notified the University that a further five days of strike action are planned between Monday 21 and Friday 25 March. Some students have told us they are anxious about the impact on their assessment submissions and we will communicate with students to direct them to enhanced support measures in place over this period. We will also reiterate the University's commitment to cover teaching sessions wherever possible or deliver them in an alternative way. It is important that colleagues who tell their students that they will be participating must also state that students should assume that their scheduled sessions will take place unless they are notified otherwise by the University.

### **Mitigating the impact of strike on student learning**

The University respects the right of colleagues to participate in industrial action and we appreciate that colleagues do not take this decision lightly. That being said, we must take steps to mitigate the impact of the action on students and prioritise their learning experience and outcomes. It is for this reason we ask academic colleagues to let us know in advance whether or not they intend to take part in industrial action, to assist with planning, by completing this [online notification](#). While not mandatory, it enables the University to seek to cover sessions where possible such that the impact on students is minimised.

### **Participating in strike action**

Colleagues who engage in strike action, and where their planned sessions cannot be covered, will be asked to reschedule their teaching. Online materials must also be made available for students as soon as possible following the strike action. These requirements will be supported by adjustments to workloads so that the time is made available to achieve this as soon as possible. We believe that not

rescheduling missed sessions, not covering for absent colleagues, removing uploaded materials related to, and/or not sharing materials related to, sessions that are cancelled as a result of strike action, where workload is reprioritised to enable this, will have the most significant impact on student learning and failure to carry out these duties will amount to partial performance and a breach of contract.

Colleagues who participate in strike action between 21 and 25 March must notify the University by completing this [online notification](#) by Friday 1 April at the latest, and salary adjustments will be made in April.

Information about how the information you send us is processed and kept secure, the University's position on industrial action, withholding pay and other FAQs can be found on the [Industrial Action website](#). The FAQs will be reviewed regularly to provide the latest position. Any questions not answered by this email or the FAQs should be sent to [lorna.adams@northumbria.ac.uk](mailto:lorna.adams@northumbria.ac.uk).

As previously explained the University will allocate a proportion of the withheld amounts to provide additional financial support to students.

Best wishes

Jane

**Jane Embley (She/her)**

*Director of Human Resources & Organisational Development*

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For any queries or requests in relation to Human Resources please contact [Ask HR](#)

