

**From:** Northumbria Announcements <[it.announce@northumbria.ac.uk](mailto:it.announce@northumbria.ac.uk)>

**Sent:** 04 February 2022 13:44

**Subject:** A message from Jane Embley: Notification of Industrial Action

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

4 February 2022

Dear Colleague,

As explained in [Professor Tom Lawson's email](#) earlier this week, UCU has notified the University of the Northumbria Branch's intention to commence continuous Action Short of a Strike (ASOS) from Monday 7 February and five days of Strike action on 21, 22 February then in the following week on 28 February and 1 and 2 March. The action is in relation to pay, equality, casualisation and workload.

We realise that many colleagues will not take part, however, as it isn't possible to know which colleagues are UCU members, and therefore may be participating, all communications about these issues will be sent to all academic colleagues. The University will minimise as far as possible the impact on students and colleagues not participating in the industrial action.

This letter outlines the University's position in relation to both forms of industrial action and how to report your participation.

It is not mandatory that you advise the University in advance that you intend to participate in the action; however, we would be grateful if you feel able to complete this [Intention to Participate in Industrial Action Online Form](#) to assist in minimising the impact on students. As the University will seek to cover all sessions you must not engage directly with students about the action or cancel any planned sessions.

You are required to notify the University on every day that you participate in ASOS or Strike Action via the [Confirmation of Participation in Industrial Action Online Form](#). For full time staff the University will withhold pay on the basis of 1/365<sup>th</sup> of annual salary for each day of participation in strike action and reserves the right to do the same for ASOS where this amounts to partial performance.

[Frequently Asked Questions](#) about the action and Northumbria's position are available on the website.

I regret that it is necessary to write to all academic colleagues in this way. If you plan to work normally over the period ahead it would be appreciated if you are able to let your Head of Department know.

Yours sincerely

Jane

**Jane Embley**

*Director of Human Resources & Organisational Development*

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