

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

Sent: 09 February 2022 15:30

Subject: The University's plans to mitigate the impact of Industrial Action

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

9 February 2022

Dear Colleague,

Further to my email on Friday 4 February I wanted to provide an update in relation to the way the University will be responding to UCU's industrial action.

The University respects the right of colleagues to participate in industrial action and we appreciate that colleagues do not take the decision to engage in the action lightly. That being said, the University 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 are asking all academic colleagues to let us know in advance if they intend to take industrial action or not, to assist with planning, by completing this [online notification](#). While not mandatory, it allows colleagues to provide advance notice which will allow them to participate in the action and for the University to seek to cover their session such that the impact on students is minimised. For others it confirms that their sessions will proceed as planned.

Colleagues who engage in strike action, and where their planned sessions cannot be covered, will be asked to reschedule sessions. All 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. The University intends to begin withholding pay, starting at a rate of 25% on each day that colleagues fail to meet the requirements of their role because they are participating in Action Short of a Strike. Pay will continue to be withheld until the member of staff resumes all aspects of their role. The University reserves the right to withhold up to 100% of pay in line with University's approach to [Industrial Action and Withholding Pay](#) but will inform colleagues via an email like this before increasing the amount of pay to be withheld. This approach is also being taken by many other universities faced with industrial action.

Colleagues must confirm to the University, [via this online form](#), any action they have participated in, whether this is Action Short of Strike or Strike Action. Colleagues who have notified the University in advance must also complete this form to confirm they participated in the action as intended.

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.

Again, I regret that it is necessary to write to you in this way; however it is critical that colleagues are fully aware of the position of the University, the actions which constitute partial performance and the basis on which any payments will be withheld.

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

Best wishes

Jane

Jane Embley

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