

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

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This message is being sent to all academic staff on behalf of Jane Embley, Chief People Officer

A message from
Jane Embley



Dear Colleagues,

Further to Professor Tom Lawson's e-mail of [9 June 2023](#), I would like to update you on UCU's marking and assessment boycott, how pay will be withheld for those participating, how colleagues who have been participating can notify the University that they have ended their participation and where you can access support available.

Impact of UCU's Marking and Assessment Boycott at Northumbria

147 academic colleagues notified the University of their participation in the boycott, with the vast majority in four of our 19 academic departments. Programme Assessment Boards are underway and thanks to the incredible efforts of colleagues across the University, we remain in a position where most students will receive confirmation of their results, including classified awards, around 23 June. Where this is not possible, a further period of marking between 23 June to 7 July, should enable us to complete marking and communicate outcomes to those remaining students so that all students will graduate or progress to the next year of their studies.

Colleagues participating in the marking and assessment boycott up to 23 June

Pay will be withheld in June salaries, payable on Friday 23 June, for a two-week period for colleagues who participated in the action for a period between 20 April and 23 June 2023. A voluntary payment of 50% for the same period will be made for those who advised the University of their participation as requested.

Colleagues who will have 100% of pay withheld and no voluntary payment have been advised. All other colleagues who have participated will have 100% withheld and a 50% voluntary payment.

The University considers the position to withhold pay for two weeks for any participation between 20 April and 23 June to be a reasonable one, given that colleagues who participated adopted this position for a period of at least two weeks. Importantly, it is the

period during which colleagues did not fulfil their contractual duties that is relevant for the purpose of this calculation, not the amount of marking as a proportion of an individual's working time.

Participation in the marking and assessment boycott after 23 June

The University reserves the right to withhold pay at 100% where colleagues continue to participate in the boycott after 23 June. If you wish to resume your full duties from 23 June, which will include undertaking marking that is outstanding, you must complete an [online notification](#), on or before this date, to indicate that you are working as normal. As soon as you return to your full range of duties you will face no further periods of pay being withheld. If you do not complete an online notification it will be assumed that you continue to participate in the boycott.

Our students

The University is communicating with students who may be impacted by the action and has put arrangements in place so that any student who raises a concern is provided with support.

All marking is being undertaken by appropriately qualified academics and robust processes remain in place to protect the integrity of our awards. Established processes are in place should a student be unhappy with their mark or wishes to ask a question.

Any communication with students that undermines University processes and has the potential to cause students undue concern is unacceptable. Any colleague who has a legitimate reason to raise a concern should do this direct via their Head of Department, submitting appropriate evidence.

Support for you

The impact of this sustained period of industrial action is having a significant impact on many colleagues. In addition to support from your line manager and Faculty leadership team, I would like to remind colleagues of the [support service](#) available should you find it helpful to speak to someone in confidence about your experience.

If you have any questions, please do not hesitate to contact your Head of Department, the Pro Vice-Chancellor for your Faculty, Professor Tom Lawson or me.

Best wishes,

Jane Embley (she/her)
Chief People Officer