

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

17 February 2022

Dear Colleagues,

Professor Tom Lawson explained in [his email on 2 February](#) that the University was likely to be impacted by action short of a strike and strike action, taken by some UCU members at Northumbria, and I wanted to provide an update so that all colleagues have an understanding of the current situation. The first of five strike days (21, 22, 28 Feb and 1, 2 March) is on Monday and we have been working hard to mitigate the impact on students and those colleagues who will not be participating in the industrial action.

[On 9 February I wrote to academic staff](#) to explain how the University was planning its response to the action and colleagues who choose to participate. [Students were written to on 16 February](#) to explain the action and what we are doing to protect their learning experience. We have [Industrial Action webpages](#) which contain information about the national action and Northumbria's positive position in relation to the issues the action relates to, as well as a range of FAQs and previous letters.

We are asking that an [advance notification](#) is provided by UCU members who intend to participate in strike action as this will allow us to seek cover, make alternative arrangements or, as a last resort, cancel the session. We also ask academic colleagues who are not participating to complete this as this reduces, for mitigation planning, the sessions at risk of being impacted. Thank you to the 150 colleagues who have completed the notification so far.

I'm sure you can imagine the enormous amount of work that is going into minimising the impact on students who are due to take part in the hundreds of sessions scheduled over the strike days. Because we have mitigation plans in place we insist that colleagues do not discuss their own intentions with students in person or by email, including out of office notifications.

Anyone who has participated in industrial action is required to advise the University of this [via this online form](#) by the end of the relevant working day.

While we respect the right of UCU members to take part in the industrial action we regret that we are one of the institutions impacted and that our students at Northumbria may suffer disruption to their studies as a consequence. We remain committed to doing everything we can to preserve their learning experience and success. The University will allocate a proportion of the withheld amounts to provide additional financial support to students, and will discuss with the Students' Union the best way to achieve this.

Any questions which are not covered in this email or answered the FAQs should be sent to lorna.adams@northumbria.ac.uk.

Best wishes

Jane

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