**The University’s approach to industrial action and withholding pay**

The University is required to set out, in advance, its position on withholding pay in relation to strike action and Action Short of a Strike (ASOS).

Noting that the nature and impact of industrial action may change over the course of a dispute, the University’s position is as follows:

* Where strike action is taken by an individual the University will withhold pay on the basis of 1/365th for each day of strike action. Pay will be deducted in the same month as the strike action or the next available payroll date (depending on payroll deadlines).   In the case of strike action planned by UCU for 21, 22, 28 February and 1, 2 March payments will be withheld in the March payroll for individuals involved.
* The University does not accept partial performance of duties by any member of staff. This means that if you take part in strike action and/or ASOS, including refusing to carry out any part of your normal contractual duties, you will be in breach of your contract of employment, and the University is entitled as a consequence to withhold your contractual pay by up to 100% for each day of no or partial performance.
* The University reserves the right to determine the exact timing and proportion of pay reduction for ASOS. While the University may not immediately withhold salary payments for ASOS, we retain the right to withhold up to 100% of salary where it is considered to constitute a breach of contract and taking into account levels of disruption and impact, particularly to our students and their learning outcomes.  This will be kept under review and the level of deductions for ASOS may vary.