

# News release

From Human Resources

23 October 2013

## Industrial action on 31 October - message from Malcolm Ace

Dear Colleague,

### **Re: Industrial Action on 31 October 2013**

The University has been notified by UCU, UNISON and UNITE that its members will be taking industrial action in support of the national 2013 pay award dispute. This will take the form of:

- a day of joint strike action on Thursday 31 October 2013 by members of all three unions
- action short of strike (ASOS) from Friday 1 November 2013 by members of UCU.

The University respects the right of trade union members to take industrial action, but hopes that support for our students and other University activities will be a major consideration when members are deciding whether or not to participate.

In order that we can plan properly and safely, it would be very helpful if members who intend to take strike action on Thursday 31 October 2013 inform their line manager by email or writing as soon as possible, otherwise it will be assumed that you are working normally. Staff who participate in the day of strike action must confirm this to their line manager immediately following the 31 October 2013.

The University will consider any employee who chooses not to cross a picket line for reasons connected to the dispute to have taken strike action.

The University's policy on withholding pay where individuals take industrial action (which would include being on strike for the whole day or declining to undertake some contractual duties on that or any other day) is set out in the following policy: [Policy - Withholding pay](#). By way of clarification, this policy will not apply to action short of strike where it amounts to 'working to contract' and, in this case, employees will receive their contractual pay as normal.

To demonstrate its good faith, the University will maintain pension contributions and continuity of membership even where individuals have participated in the strike.

Absences for reasons unconnected with strike action will be dealt with in the normal way via the University's procedures. If you are absent on 31 October 2013 and the University is unsure of the reason, or where no reason has been given, you may be asked to confirm the reason for absence. The University would not wish to deduct pay in error if your absence was due to reasons other than the strike.

Please note that any pay withheld as a result of strike action on 31 October 2013 will be withheld from November's salary.

If you have any queries about this letter please contact your Human Resources Manager in the first instance.

Yours sincerely

**Malcolm Ace**  
**Chief Operating Officer**