# warwick

# **UCU INDUSTRIAL ACTION**

UCU has notified the University that its members will be taking industrial action on 10 February 2014 in support of its national dispute about the 2013/14 pay claim. The action will take the form of a two-hour strike from 9am to 11am.

So that we can plan properly and safely we are asking you to confirm to us in **advance** if you intend participating in this strike action on **10 February 2014**.

UCU members were warned on their ballot papers that taking industrial action might constitute a breach of their contract of employment. Any member of staff who takes two-hour strike action will be committing a breach of their contract of employment. It is the policy of the University of Warwick to withhold pay of staff who participate in the industrial action. The University of Warwick will not accept the partial performance of the contract of any member of staff, including partial performance due to a part-day strike. The University is entitled to withhold a full day’s pay for partial performance in the form of a part-day strike.

On this occasion, the University of Warwick has taken a view about the likely impact of employees’ participation in this industrial action on the institution and the appropriate amount of pay to be withheld in the circumstances. For action on 10 February the University will withhold two hours’ pay (27.5% of daily remuneration). The reduced pay will be subject to the usual PAYE and National Insurance deductions. However, this is without prejudice to the University’s legal right to withhold full pay in the future for partial performance. The amount withheld will be kept under review, in which case staff will be advised in advance of any future action.

You are asked to complete the information below in respect of action on 10 February Please note that pay adjustments for strike action taken on 10 February 2014 will fall into March payroll.

If you intend to participate or do participate in industrial action on 10 February 2014, please complete the statement below and forward it to the Payroll department. Alternatively, you can email an electronic copy to the Payroll department at payroll@warwick.ac.uk confirming the details below. All declarations should be received by the Payroll department in advance of strike action (but no later than 12 midnight on 10 February 2014).

The University reserves its right to manage its operations during any period of industrial action and as such Human Resources will advise your Head of Department of your participation in any such action and will collate statistics of numbers of participating staff in an anonymous form. The information will not be used in any other way.

In the event that participation in industrial action becomes apparent but not declared the University will write to the member of staff detailing the nature of the believed participation. An opportunity to confirm if this is incorrect will be offered to the individual and the University’s approach to withholding pay re-stated. If there is no response to the letter by a stated date the University will then have no option but to assume the member of staff is engaging in industrial action and will legally withhold the individuals pay accordingly.

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I confirm that I am aware of the University’s position on industrial action and acknowledge and accept that the Payroll department will withhold my salary as detailed above and (\**tick the box which applies below*)

\*I confirm I will / did participate in strike action on the day specified below

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| Date: 10 February 2014  |

Full name (print):

Payroll/Employee number (from payslip or staff card):

Department:

Signed:

Date of signing: