

From: executive.communications@durham.ac.uk

To: all staff

Industrial action and reporting

Dear Colleagues,

In the recent UCU ballots for industrial action in relation to two disputes (proposed changes to the USS pension scheme, and national pay negotiations and associated issues), the result at Durham was in favour of strike action and action short of a strike (ASOS) in both ballots.

Planned action

- Strike action will take place on 1-3 December 2021 (inclusive).
- Further strike dates may be notified in due course.
- ASOS ('working to contract and not volunteering to do more') will start on 1 December 2021 and may continue until no later than 3 May 2022.

Information about the University's approach to strike action and pay deductions has previously been communicated and there is further information on our [Industrial Action Webpage](#), including FAQs.

Reporting industrial action

Colleagues are required to inform the University if they are participating in industrial action, whether that be strike action or ASOS. The information will be collated centrally by HR and will be shared with Heads of Department and Departmental administrators, who will input information into Oracle.

Individuals should log their own industrial action using the reporting tool at durham.ac.uk/industrial-action. The tool will take you to a webform, where you will be asked to complete 5 questions. Please do not complete the form on behalf of anyone else.

The reporting tool will be active from Monday 29 November and we ask that you report your industrial action by 8 December 2021.

The information on the webform will be used to assist managers with planning and to make arrangements for pay deductions. Any pay deductions for industrial action in December will be in the January payroll. Further information about pay deductions and pensions is available at the [Industrial Action Webpage](#).

Changing Your Report

If, following submission of the form and having reported you will be participating in ASOS, you decide at any time to withdraw from ASOS or, if you report that you will participate in a strike day but subsequently do not do so, please contact workforce.planning@durham.ac.uk as soon as possible.

If a salary correction is required, this will be implemented as soon as possible, taking into account payroll deadlines.

Any queries regarding submission of the webform should be directed to:
workforce.planning@durham.ac.uk

Best wishes,

Joanne Race
Director of HR & OD