

PERSONNEL SERVICES

University Offices, Wellington Square, Oxford OX1 2JD
 Head of Personnel Services and Acting Director of Personnel and Related Services



To: the heads of all departments and faculty board chairmen

16 March 2011

Copies to: all heads of divisions, divisional secretaries, departmental administrators, faculty board secretaries, Mr Shaw, Ms Braithwaite, Dr Gasser

Ref. EMS/6, EMS/33

Industrial Action by the UCU on 22 and 24 March 2011

The UCU is planning to hold two one-day strikes on 22 and 24 March 2011, in relation to the 2010 national claim regarding pay and job security, and in support of its campaign of opposition to the proposed changes to the Universities Superannuation Scheme (USS).

Deductions at the rate of 1/345 of the annual salary per day of strike action from the pay of those taking part will be made. Departments and divisions should ensure that all those who participate in strike action complete the attached payroll deduction form.

Departmental and divisional managers may ask staff in advance whether they intend to take strike action, so that arrangements for cover may be made. However, staff are not obliged to state whether or not they intend to go on strike in advance of any such action.

The industrial dispute is between the UCU and the University. Members of other units and college-only employees have not been asked to take part in industrial action.

Background

The University and College Union (UCU) has called its members out on strike on 22 and 24 March. This decision follows ballots concerning the proposed changes to the University Superannuation Scheme (USS), and the 2010 national claim regarding pay and job protection.

The ballot information notified to the University shows that the Oxford UCU has 785 members. In relation to pensions, 142 voted for strike action and 184 voted for action short of a strike on a turnout of c. 30%. The votes on pay and job protection have not been disaggregated by institution. Nationally, on a turnout of 34%, 53% of those voting supported strike action and 74% supported action short of a strike.

The University has not received any information about any further action that might be taken locally. Departments and divisions will be kept informed as the situation develops. A group has been established under the chairmanship of the Registrar to seek to mitigate the effects of any such action, and the Proctors will ensure that disruption to the student examination process as the result of any subsequent action is minimised.



Deduction of salary for those who take strike action

Those who decide to take strike action will not be paid for any day(s) on which they do not attend or (in the case of those who do not work in university offices or buildings) on which they do not carry out work. The deduction for each day not worked will be 1/345 of the annual salary (i.e. 365 days less 20 days' statutory paid leave).

The attached notice and salary deduction form will be published in the *Gazette* on 24 March and may also be downloaded from the university web site at http://www.ox.ac.uk/staff/staff_communications/update_on_major_issues.

Action required of departments and divisions

Departments and divisions are asked to:-

1. Consider what contingency planning might be necessary in order to ensure that any key services operate in your institution on 22 and 24 March 2011.
2. Supplement the circulation of the notice and salary deduction form enclosed by making copies of it available to those members of staff in your area who may have taken part in the strike action on 22 or 24 March.

Further information

It is understood that there will pickets outside the University Offices and the Examinations Schools on these dates. In addition, the UCU will be holding a meeting at Oxford Town Hall from 12.30 to 2 p.m. on Thursday 24 March.

If you have any questions or concerns about any other aspects of the industrial action, please contact Sarah Thonemann in Personnel Services ((2)89906 or sarah.thonemann@admin.ox.ac.uk).

ALISON CROSS

*Replaces existing circular: No
Copy for noticeboards: No
Website: <http://www.admin.ox.ac.uk/ps/managers/circular/>*

AC/SJT



DEDUCTING SALARY FROM STAFF TAKING PART IN INDUSTRIAL ACTION

A number of academic and academic-related staff may have participated in the strike organised by the UCU on 22 and/or 24 March 2011. Any such member of staff is asked to complete the form below (or a photocopy of it) and send it to the Payroll Office. Where the Payroll Office receives such notification after the payroll closure for that particular month, the appropriate deduction will be made in the next available payroll (normally, the following month).

To:

Payroll Office
23-38 Hythe Bridge Street
Oxford
OX1 2ET

Deduction for strike action on 22 and/or 24 March 2011

I authorise you to deduct from my next available salary payment, before tax and National Insurance, pay equivalent to 1 day (1/345 of annual salary) for each day of strike action I have taken.

I took strike action on 22 March 2011 and 24 March 2011 (please delete as appropriate if you only took strike action on one day).

*In order to maintain my pensionable service, I also authorise you to deduct the employer's pension contribution of 0.038356% of pensionable salary per day in respect of the above day(s) of action, in addition to my normal employee's pension contribution and any AVC payments I normally make.

**This paragraph may be deleted if you do NOT want to maintain pensionable service for the period when you were on strike. In this case neither the employer's nor the employee's contributions will be payable for this period.*

My details are:

SURNAME:.....INITIALS:.....

EMPLOYEE NUMBER:.....
(7 digits beginning '1' or '2' as shown next to the employee's name on the payslip)

and/or NATIONAL INSURANCE NUMBER:.....

Signed:..... Date:.....
