

Dear colleague,

The policies we have in place in relation to industrial action, which are described in our [FAQs](#), seek to minimise the impact of the industrial action upon our students. We are acutely aware of the hard work taking place across the University to support our students through this period and are extremely grateful to everyone who has helped mitigate the impact upon them.

The University has sought in good faith to agree a resolution to the current dispute with the QMUCU branch committee. Despite best endeavours from the University, a resolution has not been reached, as communicated to you last week.

The University has been clear since the outset of industrial action by UCU in February 2022 that partial performance is not accepted and that 100% of pay will be deducted for each day of partial performance (at a rate of 1/365). In relation to the marking and assessment boycott, deductions will start from the intended commencement of the boycotted activity and continue until the activity deadline, such as from the student submission deadline to the mark submission deadline. This is the position described in our published [FAQs](#).

Consistent with our aim to minimise the impact of the industrial action upon our students, we will not deduct pay where colleagues have completed all marking and assessment activities within timescales agreed with their Head of School or Institute so that students can graduate, progress or resit at the planned times. As such, no deductions were implemented in the June payroll for participation in the marking and assessment boycott. This was on the basis that pay will be deducted retrospectively from the July payroll onwards in accordance with the policy where participation in the boycott causes subsequent disruption.

A deduction of 21 days' pay (for the period 1 June – 21 June) will be made in the July salary for staff who did not complete all their normal marking and assessment activities as defined by their Head of School or Institute, and did not submit all the marks to the School or Institute office by 28 June. This deduction relates to the period from the latest normal student submission deadline to when Subject Examinations Boards meet to consider the marks. Schools/Institutes will work with HR Business Partners to identify individuals to whom the pay deductions will apply, based on factors such as self-declarations, information on engagement with marking and assessment processes etc.

We are aware that many colleagues participating in the boycott have already submitted their final-year marks out of concern for the disruption a delay in graduation represents to those students. In recognition of the goodwill demonstrated by colleagues taking this approach, we will **not** deduct pay for the period 1 June – 21 June if these colleagues complete all their remaining marking and assessment activities as defined by their Head of School or Institute, and submit all the marks to the School or Institute office **by midday on 4 July**. Otherwise 100% of pay will be deducted on the basis that partial performance is not accepted by the University.

A separate deduction of up to 21 days' pay (for the period 22 June – 12 July) will be made in the August salary for staff who continue to participate in the marking and assessment boycott. This covers the period leading up to the release of marks to students. However, pay will **not** be deducted for this period for colleagues who complete all their remaining marking and assessment activities as defined by their Head of School or Institute, and submit all the marks to the School or Institute office **by midday on 4 July**.

Any questions in relation to this can be directed in the first instance to your School/ Institute management team and HR Business Partner (Sonia Sookhan for H&SS; Marissa Harris for SMD; Julie Jamgotchian and Sam Holborn for S&E; Leonie Malvo for PS).

Best wishes,

Louise

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