

Dear colleague

As you will be aware, we have an [agreement \[PDF\]](#) in place with our local UCU Branch that includes a shared ambition to work together to ensure all students can graduate and progress on time. We are pleased to report that, in the majority of areas, the agreement is working well, and we would like to thank colleagues across the University for their hard work and commitment to our students.

In a very limited number of areas our monitoring has shown that colleagues are participating in the marking and assessment boycott called by national UCU. Our agreement recognises the right of colleagues to participate in national action, but the potential impact of this level of activity as we near key marking deadlines is now incompatible with our shared endeavour to allow all students to progress and complete their studies on time. We have discussed this with our local UCU Branch.

Where colleagues are participating in the marking and assessment boycott and do not submit marks within timescales previously agreed by their Head of School or Institute, this constitutes partial performance which the University does not accept. We will now move to withhold 100% of pay from these colleagues for a period of up to 21 days from 2- 22 June 2023 inclusive. Pay will be withheld at a rate of 1/365 of salary for each day of participation in the marking and assessment boycott during this period.

This period relates to the time from the latest normal student submission deadline to the last date when Subject Examinations Boards meet to consider marks. Schools and Institutes will work with HR Business Partners to identify individuals for whom pay will be withheld. Pay deductions will be made in the July payroll.

For staff who continue to participate in the marking and assessment boycott after the date by which Subject Examination Boards are due to have met there will be a separate period of withholding pay for the period 23 June to 13 July in the August payroll. This period for withholding pay covers the period during which decisions at Subject Exam Boards are ratified by Degree Exam Boards up to the date for publishing results to students.

Pay will not be withheld for colleagues who complete all their remaining marking and assessment activities as previously defined by their Head of School or Institute.

Where staff participate in the marking and assessment boycott, and are in breach of their contract, any work undertaken is considered voluntary and without entitlement to pay.

If you have any questions, please firstly have a look at the [FAQs](#). If your query is not answered by the FAQs, please contact your HR Business Partner.

Yours sincerely

Louise

Louise Lester

Director of Human Resources

