



3 May 2018

RECORDS MANAGEMENT SECTION

File ref: T3/26/335

Mr Allen

Sent by email: [request-475420-a428e2c9@whatdotheyknow.com](mailto:request-475420-a428e2c9@whatdotheyknow.com)

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Dear Mr Allen

### **Freedom of information request**

Thank you for your email of 5 April 2018 requesting information about pay deductions in relation to the recent industrial action by the University and College Union (UCU). You asked if the University deducted pay from staff taking part in the strike action, how much was deducted in total, and how the University will use the deducted funds.

In accordance with standard practice, the University withholds pay from staff participating in strike action, and from staff who do not work because they are unwilling to cross a picket line. On 8 March 2018, Professor Peter Mathieson, Principal and Vice-Chancellor, announced that any money that the University 'saves' in this way will be used to reinvest in the student experience at Edinburgh.

There were 14 days of strike action between 26 February and 20 March 2018. The University has agreed to spread the impact of the pay deductions over three months. University staff are paid a month in arrears. As the University has not yet completed all of the relevant pay runs, we do not yet hold the total figure that will be withheld and we will not hold it until the end of May 2018. Please contact us after the 28 May 2018 if you are still interested in this information.

You requested an estimate if the University did not hold the actual value of pay deductions. At the time of your request, the University had not yet produced an estimate so did not hold the information you request.

UCU members voted on 13 April 2018 to accept the Universities UK proposal in relation to the dispute and UCU have suspended the industrial action. The University welcomes this and recognises that there is a significant amount of work to be done to build a shared understanding of the way forward. The University is ready to contribute in any way that will help move to a positive conclusion.

### **Right to review**

If you are dissatisfied with this response, you may ask the University to conduct a review of this decision by contacting the University's Records Management Section

([www.ed.ac.uk/records-management/about/contact](http://www.ed.ac.uk/records-management/about/contact)) in writing (e.g. by letter or email) or in some other recorded form (e.g. audio or video tape). You should describe the original request, explain your grounds for dissatisfaction, and include an address for correspondence. You have 40 working days from receipt of this letter to submit a review request. When the review process has been completed, if you are still dissatisfied, you may appeal to the Scottish Information Commissioner using the guidance at [www.itspubliknowledge.info/Appeal](http://www.itspubliknowledge.info/Appeal). If you do not have access to the Internet, please let me know and I will provide a copy of the relevant web pages.

Yours sincerely

**Iain Phillips**  
Information Compliance Officer

**If you require this letter in an alternative format, such as large print or a coloured background, please contact the Records Management Section on 0131 651 4099 or email [recordsmanagement@ed.ac.uk](mailto:recordsmanagement@ed.ac.uk)**