



Briefing note for ALL staff
Industrial action on 31st October 2013

The University has been notified by the University and College Union (UCU), UNITE and UNISON of their intention to hold a day of industrial action on Thursday 31st October 2013.

This note is for **all** staff, and is intended to clarify the reporting arrangements for the 31st October 2013.

Only those staff taking part in the industrial action or not working normally because of the industrial action on the 31st October 2013 are asked to complete the online form or return a paper version.

If you are taking part or not working normally because of the industrial action on Thursday 31st October 2013, on your next normal working day you need to visit <https://staffrecord.aber.ac.uk>, log in using your username and password, and fill in the required information. If you would prefer a paper form, print one out (<http://www.aber.ac.uk/en/hr/strike-information/>) or ask your line manager for a copy. If you are taking part or not working normally because of the industrial action you need to return this information by Friday 8th November.

If you require any clarification about the process for 31st October 2013 please visit the Frequently Asked Questions now available on the HR website <http://www.aber.ac.uk/en/hr/strike-information/> or alternatively contact the human resources department on 01970 622055 or hr@aber.ac.uk.

Background to this strike

The current position of the 2013/14 pay round is that a 1% pay award has been offered but declined by the three Trade Unions - Unite, UCU and UNISON. They have subsequently notified the University of a national day of strike action on 31st October 2013. UCU have also notified of their intention to take action short of strike action after 1st November 2013.

The HE sector continues to face considerable uncertainty and financial insecurity; sustainability remains pivotal as HEIs make on-going adjustments to working within the new funding regimes and the vast majority of staff understand the reality of the current environment and would not want to take action that could harm their institution and their students.

The 1 per cent offer is just one part of the overall staff benefit package that includes excellent conditions of service, defined benefit pensions and provision for incremental as well as contribution-related pay increases. Taken together with the automatic incremental progression which over 40 per cent of employees across HEIs will receive, the offer will add 2.4 per cent to the sector pay bill. The 1.4 per cent cost of increments and the 1 per cent offer will together combine to cost the sector around £250m.