

Joint statement between the University and UCU Edinburgh regarding strike action and action short of a strike – February 2020

As UCU prepares to call its members to participate in 14 days of strike action between Monday 24th February and Friday 13th March 2020, the University and UCU Edinburgh have agreed the following joint statement.

Both parties:

- regret the need for further action and the disruption this causes to students at a key point in the teaching calendar and to the wider staff community
- are committed to working in partnership to enhance the agreement already reached on contractual arrangements, specifically the March 2019 collective agreement regarding the employment of guaranteed minimum hours teaching staff and fixed-term academic staff https://www.ed.ac.uk/files/atoms/files/ue_ucu_collective_agreement_re_gh_ftcs_26_march_2019.pdf.
- are committed to working in partnership – and with UNISON and Unite – to understand the University's gender and BAME workforce distribution and associated pay gaps
- are committed to working in partnership – and with UNISON and Unite – to discuss and address concerns relating to workload and mental health.

The University respects UCUE's right to take action and UCUE respects the University's right to minimise the disruption caused. The commitments below reflect our mutual interests in the wellbeing of our students and of those who choose to participate in the action.

The University will:

- spread pay deductions over three months, i.e. April, May and June 2020; with action between 24 February and 27 February taken from April salaries (four days); action between 2 and 6 March (five days) from May salaries and between 9 and 13 March (five days) from June salaries
- continue to pay employer pension contributions for scheme members
- deduct employee contributions as normal irrespective of any reduction in salary unless individual employees advise otherwise
- use foregone salaries to enhance the student experience.

As regards **Action Short of a Strike (ASoS)**, the University expects its staff to:

- fulfil their contractual obligations, including all duties, responsibilities and appointments which befit their role, including where mandated by University policies and processes, and are accounted for and prioritised within their work plan and contractual working hours. Our agreed joint perspective on what is and is not 'voluntary' activity by University staff is attached.
- follow management requests regarding the prioritisation of their work.

In contrast to many other impacted HEIs, it will not:

- deduct pay for partial performance during the action short of a strike. It does however reserve the right to review this and to take a different approach.

UCU Edinburgh will:

- not take any action which would compromise student, staff or animal welfare
- encourage its members to inform their students in advance if they are taking strike action
- not prevent anyone who chooses to cross a picket line from doing so, and
- in its communications with its members, acknowledge:
 - the positive change already achieved through partnership working and meaningful negotiation, i.e. the GH agreement achieved in 2019, and
 - that the University has willingly and publicly committed to dialogue to further enhance working conditions.

It will direct its members to:

- act with respect towards all students and staff, on and off the picket line
- adhere to the University's social media policy
- collaborate in identifying coursework that will not be covered as a consequence of strike action
- follow requests from line managers regarding the prioritisation of their work during ASoS and on return from strike action
- complete an on-line declaration form within one week of their return from their final day of strike action, and by no later than Monday 23rd March 2020.

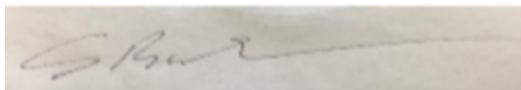
Signed (on behalf of the University of Edinburgh)



Sarah Smith, Vice-Principal Strategic Change and Governance; and University Secretary

21 February 2020

Signed (on behalf of UCU Edinburgh)



Grant Buttars, Honorary Branch President, UCU Edinburgh

21 February 2020

Action short of a strike - voluntary duties

The University and UCU Edinburgh have agreed the following joint perspective on what is and is not 'voluntary' activity by University staff.

Activity	University and UCUE agreed
<ul style="list-style-type: none"> • accepting a new invitation to be a member of a REF panel 	Voluntary
<ul style="list-style-type: none"> • being involved in internal review panels in preparation for the REF • involvement in National Student Survey activities • involvement in Knowledge Exchange Framework activities • involvement in Teaching Excellence Framework activities 	Expected if befits role, including where mandated by University policies and processes, and activity is accounted for and prioritised within work plan and contractual working hours
<ul style="list-style-type: none"> • invigilating exams for subjects that you have not taught 	Voluntary
<ul style="list-style-type: none"> • participation in open days • participation in UCAS days 	Expected if befits role, including where mandated by University policies and processes, and activity is accounted for and prioritised within work plan and contractual working hours
<ul style="list-style-type: none"> • any weekend working (except where your contract stipulates it) 	Voluntary
<ul style="list-style-type: none"> • involvement in Athena Swan panels or initiatives • involvement in Race Equality Charter initiatives 	Expected if befits role, including where mandated by University policies and processes, and activity is accounted for and prioritised within work plan and contractual working hours
<ul style="list-style-type: none"> • completion of surveys or questionnaires not directly related to your role 	Voluntary
<ul style="list-style-type: none"> • covering for colleagues 	Expected if befits role, including where mandated by University policies and processes, and activity is accounted for and prioritised within work plan and contractual working hours
<ul style="list-style-type: none"> • performance and/or development reviews 	<p>Where reviewer is participating in ASoS, expected, with activity accounted for and prioritised within work plan and contractual working hours.</p> <p>Where reviewee is participating in ASoS, reviews will proceed provided they need to be undertaken during the period of ASoS (currently until 29th April 2020), are accounted for and prioritised within work plans and contractual working hours.</p>
<ul style="list-style-type: none"> • peer review of teaching 	Expected if befits role, including where mandated by University policies and processes, and are accounted for and prioritised within their work plan and contractual working hours
<ul style="list-style-type: none"> • non-compulsory school or department meetings 	Voluntary
<ul style="list-style-type: none"> • attendance at guest lectures 	Voluntary

Agreed by UCUE and UoE 20th February 2020