



Department
Of
Human
Resources.

Guidance on Unison & Unite Industrial Action

1. The University will be open on 3 June and 10 June 2011.
2. Only members of Unison or Unite who were balloted are permitted to take strike action on 10 June 2011.
3. Staff who are not members of Unison or Unite will be in breach of their contract of employment if they take strike action.
4. Each individual Unison and Unite member is free to decide whether or not they wish to participate in the strike action on either day.
5. University of Sheffield staff may picket at or near their place of work as may an official of a recognised campus trade union. The number of pickets at any one location is limited to six individuals and they are not permitted to intimidate any staff member, who should be free to attend work as usual.
6. Any member of Unison or Unite who takes strike action will have a day's pay deducted. As has always been the case at the University of Sheffield, a day's pay will, for full-time staff, be at the rate of 1/260th of annual salary (pro-rata for part-time staff and those who work shift patterns).
7. The University will assume that anyone participating on either or both days will be doing so for a full working day
8. Any member of staff taking strike action is required to inform the Department of Human Resources that they have taken strike action within five working days of taking the action, so that appropriate deductions from salary can be made promptly. Pay will be deducted from the June or July 2011 salary payment.
9. Strike Notification forms will need to be completed by all members of staff taking strike action. Forms can be downloaded from the "See Also" grey boxes on the right hand side of the following web page:
http://www.sheffield.ac.uk/hr/reward/unison_unite/action.html. Forms can be submitted electronically by email via the Head of Department (or designate) to industrial.action@sheffield.ac.uk, or in hard copy to Department of Human Resources, 10-12 Brunswick Street. All forms should be completed and signed by both the member of staff taking strike action and the Head of Department (or designate). Full details can be found on the form.