Dear Colleagues,

**Industrial action webpages and policies available**

Earlier this month the University and College Union (UCU) announced its intention to launch industrial action in the form of a strike and action short of a strike (ASOS) as a part of its dispute relating to the national pay award. At the University of Kent, the strike action is scheduled to begin on 25 November 2019 and last eight days, ending on 4 December 2019. The ASOS is scheduled to begin on the same day and continue until April 2020.

We are aware that the potential for industrial action is unsettling for many of our staff and students. While we are hopeful that a resolution may be found, we have been making preparations to minimise disruption and mitigate against the impact of any possible industrial action on students, whose experience remains the utmost priority during this time.

To ensure all staff have the information they need, I am sharing with you a link to a new set of dedicated industrial action web pages for staff. These pages include links to the industrial action pay policy, FAQs, information about the background to the action and what Kent is doing. They also include the link for staff to report their participation in the action.

We are also emailing all students now to share dedicated student webpages on industrial action.

We are aware that during such times, staff may well need additional support to help them answer questions from students and colleagues on the industrial action. We are therefore providing heads of schools, school administration managers and professional services department heads with resources to help them support their teams and ensure that everyone feels equipped to answer questions from students and others.

We will continue to share relevant updates in the lead up to and during any period of industrial action.

Yours,

Alison Ross-Green | Director of Human Resources and Organisational Development