

Industrial Action – Frequently Asked Questions for Staff

These FAQs are designed to assist all members of staff of the University and reflect the information known at the time of issuing them. The FAQs will be regularly reviewed and updated as and when appropriate.

Q. What is the Industrial Action about?

- A. Action has been called by UNITE in relation to the University's proposal to change the main pension scheme provider for staff in Grades 1 to 5 and relevant trades staff.

Q. What form will the action take?

- A. UNITE members have been called upon to take strike action on shifts as follows:

Monday 10th March – Sunday 23rd March inclusive, this includes any shifts starting on Sunday 23rd March 2025 that cross over into Monday 24th March 2025.

Q. Who is likely to take the action?

- A. Employees who are members of UNITE have been asked to take action. UNITE membership predominantly consists of operational, trades and technical staff e.g. Technicians, Security Services, Estates, Cleaners, Catering, Grounds & Maintenance Staff.

Q. Who and when do I need to inform that I am participating in the industrial action?

- A. Your manager is entitled to ask you if you are intending to participate in strike action, although you are not obliged to inform anyone in advance that you intend to take strike action. However, it would be helpful to let your Head of Department know in order that cover can be arranged in the interests of mitigating the potential impact on our students.

Q. What actions do I need to take if I have participated in or are currently participating in strike action?

- A. You are required to advise the University that you have participated in strike action immediately upon your return to work after the relevant strike day(s). An [online form](#) is available. You will need to complete and return the form(s) within the timescales indicated. If you cannot access the online form, please contact humanresources@strath.ac.uk for an alternative submission method.

Q. What if I am absent on the day of a strike?

- A. If you are absent on any of the days outlined above for a reason not related to the strike, then please notify your Head of Department in accordance with standard University procedures. Those who are unable to attend work as they are unwell should follow the normal sickness absence notification procedures.

Q. Can I take annual leave on a day when there is strike action?

- A. Annual leave will not normally be agreed at times that coincide with industrial action dates, unless it has already been arranged with a Head of Department at least a week in advance of the commencement of the action.

Q. I already have prior arrangements for the day(s) of the strike that will result in me being in external meetings on University business and I may be uncontactable. What will happen?

A. Let your Head of Department know that you will be otherwise engaged on external business for the University on the day of a strike. You will not be regarded as being on strike and there will therefore be no effect on your salary.

Q. What will the impact on pay be for those participating in strike action?

A. Participation in industrial action is a breach of contract and, consequently, those choosing to take action will have a day's pay deducted for each day that they participate in the action. This will be calculated at the rate of 1/365th of annual salary for each strike day which individuals choose to participate in (pro-rata for part-time staff). This is a legal and appropriate response to strike activity. Further information can be found in the [University's Position on Industrial Action and the Withholding of Pay](#).

Q. If I participate in industrial action what impact will it have on my pension?

A. If you are a member of the Local Government Pension Scheme (LGPS) then your membership will be automatically suspended for the strike period in line with the scheme regulations and the Pension team will contact you to ask if you wish to make a payment from your salary to maintain your pension membership for this period. LGPS have arrangements in place to ensure that death in service and incapacity cover will remain in place where full contributions are not being maintained.

Q. Will there be picket lines on the day and can I cross them?

A. On the strike day it is possible that pickets may be present around the University. By law, any picket may pass on information (in a peaceful manner) to other employees who choose to receive it. Picketing staff may ask non-participating staff to stop so that they can receive this information. There is no compulsion on the individual to receive or act on such information. Staff on picket lines have no right to impede your access to the University and if you are working on campus as normal on the days of the strike action, you should walk carefully past the picket line and report to work as normal.

Q. If the pickets are intimidating or threatening to me what should I do?

A. In the past, picket lines have been organised professionally and the behaviour of the pickets has been courteous and non-threatening and we would anticipate this will be the same in the future. Therefore, there should be no need to feel anxious or overly concerned about the presence of picket lines on the days of strike action. However, if any incident does occur that causes you concern you should report the circumstances to your Head of Department or to Human Resources (humanresources@strath.ac.uk).

Q. If I choose not to cross a picket line what will the implications be for me?

A. You should be aware that a refusal to cross a picket is not regarded as a legitimate reason for failure to attend work. Accordingly, the University will need to consider members of staff whose only reason for absence is a refusal to cross a picket line as taking unlawful industrial action and can lead to pay for that day being withheld.

Q. I am a student and I also undertake some work for the University, can I participate in the strike action?

A. If you undertake paid work at the University you may choose to participate in the strike action in relation to this work. For all students (UG, PGT and PGR) studies undertaken as part of a course leading to award is a separate matter. We fully expect the majority of classes to run as normal during the industrial action period, so you should aim to attend scheduled teaching, complete and submit assessments by the relevant deadlines, and continue to plan for any examinations as normal. We also expect that students will continue with their studies during the course of the industrial action.

Q. Where can I find out more information?

A. If you have further questions that are not covered above, then contact your Head of Department or your HR team.

Published: March 2025