

High Impact

the University considers the duties of co-operation and faithful service as implied in University contracts of employment.

The University will not withhold pay (as set out in section 3.3 above) if employees continue to abide by their contractual terms and work normally and efficiently during any industrial action. However, refusal to carry out their contractual duties will be deemed to be a breach of contract and consider to be partial performance – thus will trigger the withholding of pay.

3.5 Identifying Employees taking part in Industrial Action

3.7 Return to Normal Working

Once a dispute has been resolved or confirmation from an employee that they are no longer taking part in industrial action, the University will start to pay employees their normal pay for

All University policies, once approved, will be held electronically in a document repository on the University intranet and a hard copy deposited in the Vice Chancellor's Office. Copies of this policy will also be available in HR.

Policy Ref	
Version Number	3
Version Date	November 2022
Name of Developer/Reviewer	HR Business Partner and Employment Solicitor
Policy Owner (School/Centre/Unit)	Executive Director of HR
Person responsible for implementation (postholder)	Executive Director of HR
Approving Committee/Board	