


**From:** Helen Thornham H.Thornham@leeds.ac.uk   
**Subject:** Fw: [City All Staff] Industrial Action  
**Date:** 3 December 2019 at 12:22  
**To:** Joanne Armitage J.L.Armitage@leeds.ac.uk

HT

Associate Professor Digital Cultures  
MA Programme Lead Digital Media

*Gender and Digital Culture: Between Irreconcilability and the Datalogical* (Routledge 2018)

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**From:** Myers, Carrie <Carrie.Myers.1@city.ac.uk>  
**Sent:** Thursday, November 28, 2019 2:46 PM  
**To:** Helen Thornham <H.Thornham@leeds.ac.uk>  
**Subject:** FW: [City All Staff] Industrial Action

Here you go!  
For your teach out.  
I have another two to send as well  
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**From:** Cronin, Carole (President's Office) **On Behalf Of** Curran, Professor Sir Paul  
**Sent:** 21 November 2019 16:31  
**To:** \*City All Staff <ddo\_City\_All\_Staff@cityuni.onmicrosoft.com>  
**Subject:** [City All Staff] Industrial Action

Dear Colleague

Next week sees the start of industrial action at 60 universities across the country, including at City. The action relates to both the sector-wide pay settlement from earlier in the year and changes to the contribution level for City's main pension scheme, the Universities Superannuation Scheme (USS).

In preparing for the period of industrial action, we have been mindful of the need to balance our duty of care to our students and their education, while fully respecting the right of trade union members to take industrial action. This is also the first time that industrial action has occurred since the formation of the Regulator, the Office for Students, which has published guidance to HE institutions on their obligations as registered providers, to ensure that the impact on students is carefully managed during periods of industrial action.

This context has been guiding our approach and colleagues across City have been working hard on measures that we trust will minimise disruption, as far as we are able. I wrote to all students last week to tell them about the industrial action and to apologise in advance for any disruption they may experience.

Colleagues may remember from the industrial action in 2018 that the picket lines at City were good-natured and did not impede staff and students who wished to enter the university to conduct their work and continue their learning. I anticipate that pickets this time will be of a similar nature and those participating will have due regard to Health & Safety.

Some of our students may not be familiar with the nature of picketing and industrial action. You may receive questions or encounter concerned students and I would encourage you to direct them to the [Question and Answers](#) on the Student Hub.

City is a special place. With skill and dedication we have, for 125 years, used education, research and enterprise to transform the lives of our students, our community and the world. We have done so in a spirit of collegiality and I am sure that colleagues across City will remain professional and respectful, working together in a constructive manner, both during a difficult period and afterwards.

Best wishes,

Paul

**Professor Sir Paul Curran**  
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