

News for members @ **Tyne Coast College**

Pay Update and Notification of Strike Action

May/June 2023

### **Strike Action by UCU at Tyne Coast College**

The union is not making progress in pay talks through the usual mechanisms with the College. We are therefore calling on all UCU members to take strike action on **Monday 5 June and Wednesday 7 June 2023**. Please attend one of the picket lines below. **Pickets will start at 07:30 and finish at around 09:30**. Warm weather has been ordered.

	<b>Picket A</b>	<b>Picket B</b>	<b>Picket C</b>
	Tyne Met College	South Tyneside College	South Tyneside College
	Main entrance	Main entrance	Side entrance
	Battle Hill Drive	St George's Avenue	Grosvenor Road
<b>Picket Supervisor</b>	<b>Steve Driver</b>	<b>Alain Reynier</b>	<b>Paul English</b>
<b>Other UCU Reps</b>	<i>Jon Bryan</i>	<i>Neil Smith Manoj Singh</i>	<i>John Archer Ashley McVey</i>

*Members are asked to report to one of these picket lines on each day of strike action*

### **Strike Action is a last resort**

Having asked for talks on the pay award for this academic year to take place much earlier than previous years, the College eventually put an offer to the trade unions in the week before Christmas (December 2022) which was below the recommendation of the Association of Colleges. This was rejected. The College then decided to move to an offer based on the AoC recommendation. This well below-inflation offer of 2.5% had been nationally rejected by the trade unions, and it was subsequently rejected locally by both unions as well. UCU members voted by 9:1 to reject that offer, with a turnout of 86%.

For most of the Spring Term, there were no meetings or movement on the issue of pay. The College just did not organise them, despite requests. On Thursday 23 March 2023, the College was made aware that, on the issue of pay, there was a trade dispute between UCU and the College. We subsequently informed the College of our intention to ballot for industrial action on 5 April 2023, and we notified them of the result on 28 April 2023.

**We think there has been ample time by which to consider how this dispute might be resolved, and we have made the feelings of our members quite clear. A proposal has been put to the College to avoid strikes and disruption.**

Our statutory ballot for industrial action (conducted over less than two weeks in April, and straight after the Easter holidays) resulted in **a 94% vote to take strike action.**



University and College Union  
Tyne Coast College



Tyne Coast College UCU  
@UCUatTCC

Twitter account for the @UCU Branch at Tyne Coast College - in north and south tyneside - part of @UCUNorthern

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**We have a Twitter Account! Follow Us!**



Questions about strike action? [www.ucu.org.uk/article/12513](http://www.ucu.org.uk/article/12513)

On the days of strike action, the lead **Picket Supervisor** is **Jon Bryan**, Regional Support Official: [jbryan@ucu.org.uk](mailto:jbryan@ucu.org.uk)

**If you know someone who wants to [join UCU](http://www.join.ucu.org.uk):**  
[www.join.ucu.org.uk](http://www.join.ucu.org.uk)



**Do I have to tell my line manager (or anyone else at the college) that I am taking strike action?**

No. To fulfil legal requirements, the College have been provided with statistical information about UCU members taking industrial action, but not individual names. **You are under no obligation to inform management in advance as to whether you will be taking part in strike action or action short of a strike.** However, if your manager asks you after the strike whether you took action, you should answer truthfully.



**A recent history of pay freezes and imposition**

**Pay Award 2019/20**

In March 2020, Tyne Coast College management stopped the payment of a pay award which had previously been agreed by the Board of Governors. That cost of living pay rise was for the year 2019/20. Nothing has since addressed that issue.

**Pay Award 2020/21**

In July 2021, Tyne Coast College management imposed a below-inflation award of 2% with no opportunity for discussion or negotiation. It was simply put in pay packets.

**Pay Award 2021/22**

The College not only reneged on previous commitments to move Band A Lecturers on to Band B scales, but it imposed a 1% pay award in the summer holidays (July 2022) when most of our representatives and members were on annual leave. This was 11 months after an award should have been made, and despite rejection of this offer by UCU and UNISON.



**Pay Award 2022/23**

College Management have not taken our concerns and issues seriously. The offer has been rejected by UCU/UNISON and we await a response from the College to our last proposal.

**STOP PRESS STOP PRESS STOP PRESS STOP PRESS STOP PRESS STOP PRESS**

UCU has agreed to financially assist all members taking strike action at Tyne Coast College. You can find more details by going to the [UCU home page](#) and clicking on the information about the [Fighting Fund](#).

Click [here](#) to read important information **before you apply** to the UCU National Fighting Fund.

Then, you can: [Apply Here](#)



**Some strike FAQs – more at [www.ucu.org.uk/article/12513](http://www.ucu.org.uk/article/12513)**

**Can new members strike?**

Yes! As soon as you have joined UCU we ask you to join the strike, even if you were not balloted on the action.

**Is there a strike fund?**

Yes! The union has agreed to make compensatory payments to support members who have been deducted pay for participating in the strike and will prioritise those most in need. To receive a payment from UCU's fighting fund you will need to be paying the correct subscriptions and to provide evidence of the deduction from your salary. The agreed rates are:

- £50 per day for members earning £30,000 gross or more per annum
- £75 per day for members earning £30,000 gross or less per annum

**A message from the General Secretary**



Full solidarity with our members at @UCUatTCC, who are striking next month for better pay 🙌

Our hardworking members in Further Education deserve much better than pay cuts and freezes.

#RespectFE

**Speaking about the forthcoming strike, Jon Bryan, UCU Regional Support Official, says:**

*"We met the Chief Executive and other senior managers on Thursday 18 May 2023. We stated at that meeting that the college needed to do more to solve the dispute. They said that the earliest they could get back to us was three weeks later (08/06/23). Following discussion with your lead negotiators, we made the decision to give notice of strike action the following day (19/05/23). But prior to that, we made a proposal (with UNISON) which we felt would resolve the dispute. We heard nothing until two prompts from both unions on 24/05/23 garnered an acknowledgement that same day. As we go to press on 25/05/23, sadly there has been no news. We are clear that we want to resolve this amicably but await moves from the college to enable that resolution".*

**UCU MEMBERS  
Please check  
and update  
your personal  
information at**

<https://my.ucu.org.uk/>