



# Briefing note

7 July 2023

## **Resit period - update in relation to ongoing industrial action**

In my email on 6 June 2023 in relation to [Field Boards and ongoing industrial action](#), I explained that I had asked line managers to make contact with everyone involved in marking and assessment and ask them whether or not they took part in the industrial action (whether that is taking part directly in the marking and assessment boycott or wider action), and that, in line with UCU advice, we expect staff to advise us honestly when asked to confirm their positions.

Line managers were asked to make sure that this information is recorded on Manager Self Service (iTrent).

In my [VC update last week](#), I set out in detail the impact that the UCU marking and assessment boycott is having across the University, affecting both students and staff. This remains an extremely difficult situation with the real possibility that some of our students will not be able to graduate on time or without knowing their degree classification. The difficulties are compounded by the challenging financial situation facing the whole higher education sector.

As we look ahead to the resit period and start of the next academic year, it is essential that we are able to plan ahead. To do this, we need to have a clear understanding of who is and who is not taking part in the marking and assessment boycott. We also need to ensure that where pay is withheld that this is done in a way that is fair to everyone.

Therefore, I can confirm that the Vice-Chancellor's Executive (VCE), have made the following decisions:

1. We will not wait for staff to confirm that they are taking part in UCU's marking and assessment boycott. If line managers reasonably believe that there is participation, pay will be withheld. We have made it clear that UWE Bristol does not accept the partial performance of employment contracts and as such the University is entitled to withhold 100% of pay. However, following discussions with our trade unions a decision was made to reduce the amount withheld to 50% of pay at this time.
2. If a member of staff has taken part in UCU's marking and assessment boycott so far, we will assume that they will continue to do so, including into the resit period, unless that individual confirms to their line manager that they have stopped taking part. The resit period will be an extra period of pay deduction of 20 working days, and this should be recorded by line managers on iTrent, as before.

I know that the majority of staff are not taking part in the boycott and are doing all that they can to ensure that our students are not adversely impacted by this action. I am grateful for everyone's support and I am sure our students are very appreciative of all of the support they are receiving at this time.

Thank you.

**Steve West**  
**Vice-Chancellor, President and CEO**

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