

The University of Manchester

Industrial Action by University and College Union (UCU) Members November 2014

Impact of industrial action on pension benefits

Industrial action automatically suspends a member of staff's employment contract, impacting on the accrual of pension and other benefits including death in service/life cover. Where salary is withheld in full, pension benefits are suspended although a member of staff may apply to maintain life cover. USS rules require advance notification, **before industrial action commences**, if a member of staff wishes to maintain protection of life cover.

For partial performance the employer may withhold pay and withhold pension contributions or withhold pay but maintain pension contributions. The University of Manchester is willing to maintain pension contributions during the period of partial performance and whilst 20% of salary is withheld. In order to maintain full pensions contributions a member of staff must (a) notify the University in advance of the commencement of their participation in action short of a strike (b) be prepared to fund their own employee contributions at the level of full pay.

The pro forma provides the opportunity for a member of staff to confirm if they wish to take advantage of this facility.

For those members of staff who do not wish to maintain their own employee contributions in full, or do not notify the University in advance of the commencement of their participation in the action, then the pension contributions will accrue at 80% of service during the period of industrial action when 20% of pay is being withheld - as if the contract was on a part-time basis.