

To: All Headteachers of Community and Controlled Schools.  
All Chairs of Governors of Community and Controlled Schools

Dear colleague

### **Industrial Action**

I am writing to provide further advice and guidance regarding payroll implications following the notification that the National Education Union (NEU) have confirmed that their members have voted to take strike action on the following dates:

Date of Strike Action	Payday for Salary Deductions
Wednesday 1 <sup>st</sup> February 2023	24 <sup>th</sup> February 2023
Wednesday 1 <sup>st</sup> March 2023	24 <sup>th</sup> March 2023
Wednesday 15 <sup>th</sup> March 2023	25 <sup>th</sup> April 2023
Thursday 16 <sup>th</sup> March 2023	25 <sup>th</sup> April 2023

Failure to attend work on the above dates will be considered as taking part in strike action and the absences will need to be recorded as such to ensure that the appropriate deductions from salary can be made. Please use the absence form template spreadsheet uploaded on SchoolsNet to record all industrial action absences, or to record a nil return, and submit to HR Services by the 5<sup>th</sup> working day of that month for processing. Please ensure that this return is only used to record industrial action absences.

All other absences and attendances should continue to be recorded in line with normal processes.

If you have any queries in relation to this, please contact HR Services either via email [traded@derbyshire.gov.uk](mailto:traded@derbyshire.gov.uk) or by telephone 01629 535117 option 2.

Yours sincerely,

**Matt Edinboro & Lisa Newton**  
**Senior HR Consultants Traded Payroll**