

## **Employers should not pocket strike deductions from fixed-term researchers**

### **Conference notes that:**

- Fixed-term research staff are often precariously employed on short-term contracts.
- Currently, it is possible for employers to use strike deductions from a fixed-term researcher for purposes other than paying the salary of the fixed-term researcher.
- Some research funders have previously accepted requests to re-allocate strike deductions of fixed-term researchers to “no-cost extensions” of the relevant fixed-term research contracts on a case-by-case basis.

### **Conference believes that:**

- Employers should not pocket salary deductions of striking fixed-term research staff.
- Salary deductions from striking fixed-term research staff should be re-allocated to extend the contract of the fixed-term researcher by use of “no-cost extensions”.
- Use of “no-cost extensions” benefits fixed-term research staff, external research funders, and the employers.
- Delayed research is a meaningful consequence of industrial action.

### **Conference resolves that:**

- UCU should engage with external research funders to ensure that employers re-allocate strike deductions from fixed-term researchers to “no-cost extensions” of the relevant fixed-term research contracts as standard practice.