

FAQs: Staff who do not want to participate in strike action

How will my pay be affected if I do not participate in the strike?

If you are a union member but do not participate in the strike, your school will need to record your non-participation in the strike on the EdPay Strike Action screen so that you can be paid as usual. The school is required to tell you that they've included you on the list of non-striking workers.

I am a union member but do not want to participate in the strike. What should I do?

If you are a union member but do not wish to participate in strike action, you should contact your union directly for advice and guidance.

What happens if I am a union member but do not strike?

If you do not participate in the strike you will be paid as usual. Your school will need to record your non-participation in the strike on the EdPay Strike Action screen so that you can be paid as usual. The school is required to tell you that they've included you on the list of non-striking workers

What happens if I am a union member but on leave on the day of the strike?

If you are on leave, you are not participating in the strike. Your school will need to record your non-participation in the strike on the EdPay Strike Action screen and (if you are on leave) ensure that the appropriate leave is booked, so that you can be paid as usual. The school is required to tell you that they've included you on the list of non-striking workers

I am not a union member. Can I strike if I want to?

No. Non-union members cannot lawfully strike. If you have questions about your membership status, please contact the union directly.

If you are not a union member, you cannot lawfully strike and your pay will not be affected.

Who can I contact for more information about my rights and obligations?

Your union is the best source of advice regarding participation in strike action, your rights and obligations. For payroll or administrative questions, contact your school's payroll administrator. If you require further employment advice, you may wish to reach out to the Citizens Advice Bureau or local Community Law Centre for free and confidential support and advice.

What if I believe I have been incorrectly marked as participating in the strike?

If you believe there has been an error, first contact your school's payroll administrator. Your school will liaise with EPL to resolve any payroll issues. – See FAQs regarding over-deductions.

Can the Ministry or my school grant me an exemption from strike action?

No. Neither the Ministry of Education nor your school can grant exemptions from strike action. Please contact your union for further information.