



Warwickshire Education Services

WES HR & Payroll *direct*

Enabling excellent people management

We would like to advise you on how to enter “Industrial Action” on the Your HR payroll system.

Schools are responsible for entering “Industrial Action” on the Your HR System when employees take Industrial Action.

Schools are responsible for entering “Industrial Action” on the Your HR System when employees take Industrial Action. Please note the ‘Industrial Action’ must be entered on both SIMS and Your HR. Entering it only onto SIMS will not be reflected in Your HR for payroll purposes.

Please find the “[How to enter Industrial Action Guide](#)”, which will assist you on how to enter “Industrial Action”.

Deductions for Industrial action - as per the School Teachers Pay and Conditions Document (STCPD) the deduction for Industrial action (strike) for a full day will be as follows:-

1/365th of annual pay in payment at the time of striking (this will include any adjustments should a different salary be paid in the future for that period). This is exactly the same as the calculation for unpaid leave for a teacher.

If you have any queries, please contact our Customer Service team by logging your query via the [HR Service Desk](#).

