

# ADVICE NOTE

Information & advice for members of the  
Scottish Secondary Teachers' Association



## INDUSTRIAL ACTION BY OTHER TEACHING UNIONS

It is unlawful for any member of the SSTA to take industrial action where the SSTA has not given a specific notice to the employer advising that action will be taken.

Where members of another STUC-affiliated trade union are involved in industrial action, SSTA members should:

- report for work as normal; and
- not accept any variation to their contracted duties and/or undertake the timetabled or other responsibilities of those involved in the strike.

Should the decision be taken to close the school and staff not involved in strike action should report to work or remain at home if directed by the headteacher.

SSTA members should not suffer any salary deduction if the school closes.

### Picket lines

Where a union taking strike action establishes a picket line, refusal to cross it would render a teacher who is not a member of a union taking strike action liable to disciplinary action, including the deduction of salary, as it would be considered as participating in unlawful industrial action.

The single exception to this is where there are genuine grounds to believe that crossing the picket line would put the person concerned at risk of injury.

In these circumstances, SSTA members should contact the headteacher, an appropriate senior person in the school or an appropriate person in the employing authority, if the headteacher is not available. They should also contact SSTA Head Office to advise what has taken place and to seek further advice or support.

Members are asked to stop and listen politely to any case made then cross the picket line having assured those picketing that they will not undertake work those on strike would normally have carried out.

Further advice can be obtained from the SSTA Head Office



Want more info? Call to speak to one of our professional officers on 0131 313 7300, visit our website [www.ssta.org.uk](http://www.ssta.org.uk) or email us at [info@ssta.org.uk](mailto:info@ssta.org.uk)