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**Kirklees District Local Hardship Fund**

The anticipated forthcoming national action will not be sustained by this fund.

Kirklees Local Districts has established a local industrial action hardship fund. The purpose of the fund is to provide financial assistance to a member who has suffered adverse financial consequences because of losing pay during NEU authorised strike action.

Grants are available to a member whose circumstances cause a greater hardship for them or any dependent member of their family than that suffered by other NEU members.

Members seeking grants may apply by completing the form and sending it along with two payslips to the Secretary of the District [hazel.danson@neu.org.uk](mailto:hazel.danson@neu.org.uk) setting out the circumstances in which the application is made, and the extent of the hardship suffered or likely to be suffered.

* Grants made from the industrial action hardship fund shall not exceed the amount of money required to alleviate the hardship and must not be more that the actual loss of pay suffered by the member.
* ***To ensure HMRC compliance, the District MUST ensure that each claimant can show that they have been deducted strike pay from their salary. For this purpose, the application will need to be accompanied by two payslips, one showing the strike deduction and one showing the usual salary.***

The member will need to demonstrate that they will suffer financial consequences which are significantly greater than those faced by other members in your District.

This may be because:

* The member is the sole or main earner in the household
* The member has sole caring responsibility for a dependent or dependents
* The member’s partner is also taking strike action (as an NEU member or as a member of another trade union) which is unsustained, and they are unable to claim under a hardship fund.
* The member discloses other financial consequences for them which are particular to their personal and family circumstances.

As stated above, the adverse consequences suffered by the member, or a dependent member of their family must be worse than that suffered by other members. This means that not every member taking strike action is entitled to a grant from the fund. It is recognised that taking strike action and losing a day’s pay for each day of strike action will affect all members financially, but District resources are limited so it will be necessary to ensure those suffering particularly badly can be offered a sum of money which is significant enough to alleviate some of their hardship.

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**Kirklees District Industrial Action Hardship Application Form**

**Payment must be in accordance with Regulation 43 of the Local Financial Regulations**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** |  | **Date(s) of strike action** |  |
| **School** |  | **Membership Number** |  |
| **Email** |  | **Amount Deducted\*** |  |

|  |  |
| --- | --- |
| Special circumstances causing the hardship  (over and above those suffered by other NEU members) |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Account Number** |  | **Sort Code** |  |
| **Account Name** |  | | |
| **Bank** |  | | |

*\*If this request is agreed, payment will be made on production of two salary slips, one showing normal pay and the other*

*showing the net deduction. Please see the Local Financial Regulations for full details.*

|  |  |  |  |
| --- | --- | --- | --- |
| **Signature** |  | **Date** |  |

***(District Hardship Committee use only)***

**Approval 1**

|  |  |
| --- | --- |
| **Amount Approved** | **YES / NO** |
| **Name** |  |
| **Signature** |  |

**Approval 2**

|  |  |
| --- | --- |
| **Amount Approved** | **YES / NO** |
| **Name** |  |
| **Signature** |  |

|  |  |
| --- | --- |
| **MEMBER NOTIFIED YES / NO** | **PAYMENT MADE YES / NO** |