



Dear Vice Chancellor,

As you know, a number of our officers have been subjected to formal grievance procedures (running over the last two months), that the claims of wrong-doing are completely false, utterly vexatious and were presented without a shred of evidence. This was a blatant attempt to victimise UCU representatives.

Further to your meeting with our Branch Chair and Regional official on Thursday, January 14th, we are pleased to learn that good sense has prevailed and that no action will be taken against any of our officers and proposed disciplinary investigations have been quashed. Consequently, the Branch Executive of ARU UCU has decided that it is not necessary, at this stage, to declare an official dispute.

However, the Branch Executive notes the victims of false allegations have been forced to face threats to their employment over a two-month period and across what was supposed to be a period of rest and festive celebration. We are disturbed by the decision of the University to permit the processing of complaints presented without evidence. This is in clear breach of the Grievance Policy that states in paragraph 4.1 that any complaint under that policy should include a brief description of the nature of the complaint along with relevant dates, documents and facts. We also note the failure of the investigator to spare the accused further anguish by halting the proceedings when early in the process it was found the complainant could not substantiate any part of their claims. That we should have to threaten to invoke the collective disputes procedure reflects very poorly upon how this incident was managed.

We are writing to request the University follows the grievance procedure, which states that disciplinary action should be taken against those who present complaints made with “malicious, vexatious or spurious intent”.

In addition, the Branch Executive request that the University issue a formal apology to the Branch officers subjected to the misuse of our procedures.

We look forward to hearing from you and the rapid conclusion of this most unfortunate episode.

ARU UCU Branch Executive

January 19th, 2021