

December 15th, 2023

Dear Vice Chancellor,

We are writing to raise, once again, the demand from UCU for a local pay uplift.

We first raised this demand at the February meeting of JCNG (Joint Consultation and Negotiation Group), where senior leaders meet us periodically to discuss and agree matters of mutual concern.

We returned to the issue at the July meeting of JCNG, where ARU UCU Branch Executive presented a claim for a cost of living supplement of £7,000 per annum, consolidated into salaries, to be paid in recognition of the high costs of working and living in Cambridge and Chelmsford, while in the employment of Anglia Ruskin University.

With no progress made, UCU raised the issue again at the November meeting of JCNG. This time we pointed out the need for university management to set out a timetable for discussions. UCU were assured that by December 1st the university would get back to us with dates.

As we pointed out at the time, it is better for all concerned if we address this matter sooner rather than later, in the spirit of cooperation and through dialogue. The alternative of mass campaigns and mobilisation, while being actively planned for, carry the risk of generating the kind of antagonism which might make it difficult to engage in the co-production necessary to resolve the various problems which we confront in the university. This is not just a matter of addressing the increasing hardship faced by UCU members, it is also the case the university has profound difficulties in attracting and retaining good quality staff. So, for the sake of stable industrial relations and organisational efficiency, we are seeking from management clear commitments to discuss and resolve our common concerns.

Unfortunately, we have yet to be furnished with a timetable for discussions. We understand the current official dispute over office evictions and “hot-desking”, along with all the work that is going into the merger with Writtle College, may have diverted attention from the clear commitment to act upon our demands, but the issue has not gone away and as we know you will appreciate UCU members continue to confront exorbitant and exceptional costs, consequent upon working for ARU.

We look forward to your reply, so that we can assure UCU members the university is fulfilling its commitments, has set out a timetable for discussions and is taking seriously the genuine needs of colleagues.

ARU UCU Branch Executive