

ARPS

UCU
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ACADEMIC-RELATED and PROFESSIONAL SERVICES STAFF

MANIFESTO

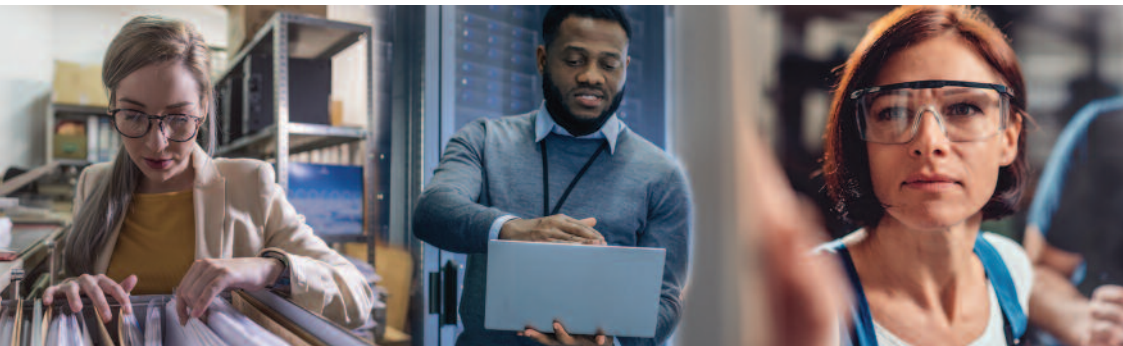


ARPS staff

Who we are and what we do

Academic-related and professional services (ARPS) staff work across all parts of higher education institutions. We collaborate closely with our academic colleagues in developing and delivering research, teaching and learning. We are higher education professionals with expertise and experience in our diverse specialised roles such as:

- IT/Information services, libraries and archives
- Public affairs, outreach, alumni and fundraising
- Student recruitment and admissions
- Human resources, personnel and health & safety
- Student services such as student unions, mental health and counselling services
- Student learning support including learning technology, disability support and language services
- Facilities, catering and events
- Governance including academic registry, compliance and legal
- Departmental, faculty or school admin
- Museums, galleries and culture
- Careers and employability
- Estates and planning
- Educational, academic and curriculum development
- International partnerships
- Sustainability
- Technicians
- Widening participation



The issues for academic-related and professional services staff

- We want to defend higher education against the erosion of quality, deskilling, marketisation and privatisation which often results in redundancies, reduction of services and departmental closures.
- ARPS members have many of the same problems as academic staff, including excessive workloads, bullying and high levels of stress.
- ARPS staff, as part of the academic team, make a contribution to higher education that is different from, but equal to, that of our academic colleagues, but this often goes unrecognised.
- ARPS staff are underpaid and therefore undervalued by employers.
- The expansion of higher education has often not been matched by increased staffing and, consequently, the workloads of both academic and academic-related and professional services staff have reached excessive levels.
- Higher education institutions do not recognise the contribution or expertise of ARPS staff in the compositions of their governing bodies.
- The application of human resource policies in our institutions is often inequitable, with ARPS staff sometimes subjected to procedures which are not imposed on academic colleagues. Role analysis for example has resulted in disproportionate numbers of ARPS staff being downgraded.
- ARPS staff in many institutions are not even considered when workload models are developed.



Our manifesto

Our demands



Academic-related and professional services staff (ARPS) exist as a discrete and substantive group within higher education. We share the same interests as our academic colleagues of striving to create excellence in education and are an integral part of the academic team. However, our efforts in maintaining higher education standards in an ever-changing world often result in lower pay, redundancies and reduction of services, which immediately result in higher workloads for academics and the ongoing high stress levels in academia. We therefore demand that our employers:

- 1 establish a career framework, promotional pathways and a reward structure for ARPS staff as envisaged in the jointly agreed Framework Agreement.
- 2 establish the link between university professions and learned professional associations and where these don't exist, support staff to establish communities of practice and work on a sector level to establish a professional framework.
- 3 provide better opportunities for ARPS staff for personal and career development, improved working conditions, and an appropriate work-life balance.
- 4 ensure that ARPS staff have proportionate representation on governing bodies.
- 5 tackle the issue of excessive workloads for academics in tandem with ARPS staff - cuts to the numbers and terms & conditions of academic-related and professional services staff lead to unmanageable workloads for academics.
- 6 ensure that the efforts to improve equality in academia also cover ARPS staff, improving representation of BME, LGBTQ+, women and disabled staff in ARPS leadership roles.

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