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ACADEMIC-RELATED and PROFESSIONAL SERVICES STAFF

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UCU is the union for
academic-related and
professional services staff

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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.

