

Professor Jane Harrington  
Vice-Chancellor  
University of Greenwich, London

**BY EMAIL ONLY: [J.Harrington@greenwich.ac.uk](mailto:J.Harrington@greenwich.ac.uk)**

9<sup>th</sup> September 2022

Dear Professor Harrington,

**Proposed Imposition of Changes to Workload Allocation Model**

On 4 August I wrote to you about the proposed imposition of changes to the Workload Allocation Model at the university. I specifically asked for a special meeting of the JNC in accordance with Stage 1 of the Collective Disputes Procedure to be convened with a view to resolving the dispute. I drew to your attention to a number of commitments UCU was seeking in order to resolve the dispute. UCU has received a response dated 11<sup>th</sup> August from Gail Brindley, Director of Human Resources. Please note that this response does not resolve the dispute and, unfortunately, only serves to reinforce UCU's previous position in that it is clear that:

- The university will not convene a Stage 1 meeting as requested.
- The formal JNC has been circumvented as the proper forum for negotiation on workload allocation matters in that work has been delegated to an informal sub-group;
- WAM is not part of the formal *negotiating* machinery but is still seen by the university as warranting only consultation or discussion;
- No model has been referred to the JNC for formal agreement and there are no plans to do so other than an ill-defined intention to refer it to a JNC "in due course" and possibly *after* the 2022/23 academic year transition period;
- There has been no acknowledgment or proper response to UCU representations on detriments to staff arising from the proposed new WAM.

Given this response, UCU has no option but to conclude that the university is unwilling to engage in Dispute Resolution and will consider local industrial action as mandated by the branches' members.

By way of reminder, in order to resolve this trade dispute, the UCU branches at the university are seeking:

1. A written acknowledgement from the University of Greenwich that any new workload allocation model is to be formally negotiated and agreed with UCU.
2. Agreement that the new proposed WAM will not be implemented in 2022-23, given the requirement for extensive negotiations, the potential ramifications

flowing from its implementation and the enactment of the 'status quo' clause in the recognition agreement.

3. Agreement on modifications on the proposed WAM namely:

- a. Increases in time allocation to do particular areas of work (equivalent to or more than the BAW2 model). (NB. Not BAW1 – this was a typo in the previous letter.)
- b. Inclusion of specific and additional tasks performed by academics to be included in the new model.
- c. The redevelopment of the allocation formula to an acceptable and reasonable standard.

For the avoidance of doubt, the status quo will, of course, prevail pending resolution.

Yours sincerely,

*D.S. Driscoll*

Debbie Driscoll

**Regional Support**

**Official**

**UCU London Region**

CC: Professor Jane Roscoe, Deputy Vice-Chancellor, University of Greenwich

Gail Brindley, Director of HR, University of Greenwich

Barry Jones, Regional Official (London Region), UCU

Ruth Ballardie, Branch Chair, Co-ordinating Committee UCU

Richard Wild, Co-Secretary, Co-ordinating Committee UCU

Mark Colpus, Avery Hill Branch Chair UCU

Samer El-Daher, Medway Branch Chair UCU