

7 September 2022

Dear Cardiff UCU Executive Committee,

Thank you for your letter dated 23 August.

Each point raised in your letter is addressed below:

**1. Write to UCEA to urge them to accept UCU's national demands**

I can confirm that we have been engaging positively with UCEA during the summer regarding the pay offer and have also sent to UCEA a letter, as discussed in our negotiations, which is attached for information.

**2. Commit publicly to publish detailed information for ethnic, gender and disability pay gap and to work with the unions meaningfully in addressing inequality, including looking at recruitment, career development, and career progression issues and addressing the demands in our recent child-care claim during the 2022/23 academic year.**

Thank you for providing the names of two Cardiff UCU EDI representatives. Their details have been passed to the Equality and Reward Working Group secretariat, which meets twice a year. The next meeting will be in the autumn and the UCU EDI representatives will be included.

As part of this group, UCU will be included in the activities related to both the next Equal Pay Audit and the Gender Pay Gap Report for March 2023 which will include ethnicity and disability.

**3. Commit publicly to agree with the unions a framework to address workload by June 2023**

We remain committed to our agreement that UCU be engaged meaningfully in discussions on workload tariffs at School level. Heads of School are clear on the requirement to engage official UCU representatives in this meaningful process and are using best endeavours to ensure meetings are conducted to facilitate participation where possible. In the event that participation cannot be facilitated, a reasonable opportunity for written feedback is provided. I would refer to the letter



dated 11<sup>th</sup> July from the three College Pro Vice-Chancellors, which also confirmed this position. You will recall that this letter was a response to yours dated 29<sup>th</sup> June in which you first raised these issues.

- 4. Commit publicly to implement contracts for PGAs, reduce the remit for the use of variable hour contracts, and improve conditions for staff in those contracts, as negotiated as part of the Teaching Delivery Governance Group.***

I am pleased that work continues to progress in this area and that positive consultations have taken place during the summer (and continue to do so).

- 5. Commit publicly to end the use of relevant factors in open-ended contracts and work with the unions to guarantee secure employment to research staff.***

As originally agreed, work in this area will be prioritised and timetabled to begin in this academic year. However, as a result of current commitments, including those consultations referred to above, we will not be in a position to commence this work until January 2023 at the earliest.

- 6. Offer a bonus of £250 per month to all workers during the 2022/23 academic year in compensation for the pay deflation our salaries have suffered and considering the increasing inflation.***

I am pleased that the one-off payment of £750 made in July was well received.

Yours sincerely



Professor Colin Riordan  
Vice-Chancellor