



Joint Statement by ARU and UCU on a revised Academic Workload Balancing Model (AWBM).

ARU and UCU are delighted to have reached agreement on a revised AWBM, to be introduced now in time for the forthcoming academic year – 2022/23.

The revised AWBM provides significant improvements in time allocation for research and innovation activities, knowledge exchange and teaching preparation, as well as academic management responsibilities.

Whilst the detailed negotiations have resulted in a range of tariffs, both management and UCU have emphasised the fundamental importance of effective implementation of the AWBM. ARU is developing an AWBM microsite on the Heron to ensure that all academic colleagues and managers have information and guidance at their fingertips and details of development sources. The link to this page will be provided shortly. A new AWBM Implementation Group has been established by ARU to oversee and support faculties with full implementation over the coming months.

UCU and ARU recognise the AWBM as an important tool to enable the effective management of academic workload and are committed to working collaboratively to ensure that this is approached in a manner that reflects ARU's mission, vision, values and strategic priorities and the wellbeing of staff.