

## SENIOR MANAGEMENT STRATEGY EXPLAINED, OR...



You might think we're exaggerating...but the unpleasant reality is this - there is a toxic management culture not just at the University of Manchester (UoM) but across the entire Higher Education sector. If you think 'toxic management culture' seems a bit strong, just read through the rest of this leaflet and then decide. **Everything you read from this point onwards** is taken from the *University of Manchester Capita Staff Survey Report 2019*

First, the good news...

- ❖ 87% of UoM staff agreed/tended to agree with the statement "I am interested in the University; to me it's not just a job".
- ❖ 89% of UoM staff agreed/tended to agree with the statement "I feel proud to work for the University."

The survey shows that the academics and professional support staff at UoM are well-motivated and want to work for the University. So how have we got to a situation where UCU members are taking strike action for the third time in three years?

Turn over to find out the answer...

## **THE ANSWER IS... A TOXIC MANAGEMENT CULTURE**

The UoM Senior Management Team (SMT) refuses to listen, refuses to consult, and refuses to acknowledge the problems faced by University staff.

*Some vital statistics from the Staff Survey: 19%...17%...15%...13%...12%...10%*

- ❖ **19%** of UoM staff agreed that the SMT “manage & lead the University well”
- ❖ **17%** of UoM staff agreed that “positive action will be taken as a result of the staff survey”
- ❖ **15%** of UoM staff agreed that “there are effective channels for me to feed my views upwards”
- ❖ **13%** of UoM staff agreed that “my views are listened to”
- ❖ **12%** of UoM staff agreed that the SMT “listen to and respond to the views of staff”
- ❖ **10%** of UoM staff agreed that “change within the University is managed well”

*If you were evaluating these results, would you conclude that the SMT were doing their job well or badly?*

As part of the survey, people were asked if they experienced levels of stress at work which “impacted on their ability to cope with work demands”. 36% of UoM staff answered “Yes”, and when asked what were the main causes of their stress, 73% replied **workload**, 46% said **insufficient staff**, and 41% cited **job security**. (You may have seen our earlier leaflets highlighting workload & precarity)

Yet only 40% of people experiencing serious levels of stress reported that fact. When asked why they hadn’t reported their experience, the most frequently given answer was “Nothing would happen” (well over half of all respondents).

We’re on the picket line because the SMT won’t listen to us. However, they do listen to the voices of students which is why it’s important that you e-mail (or write) to President Rothwell - [president@manchester.ac.uk](mailto:president@manchester.ac.uk) - asking her to use her influence to persuade UCEA and UUK to negotiate properly with UCU.

**SUPPORT UCU IN ITS FIGHT AGAINST A  
TOXIC MANAGEMENT CULTURE**  
#UCUStrikesBack #UCUStrike @UM\_UCU

