

We need to put an end to excessive workloads!

There's a widespread misconception that Universities are "Ivory Towers", places where cosseted academics lead a leisurely, privileged 'life of the mind', far removed from the stresses and strains of a 'real' workplace.

If you don't recognise this description, it's probably because you work in a University and are only too well aware of the damage that is caused by excessive workloads.

Workload is an education issue (published by UCU in 2016) reported:

- ❖ **The average working week for academic staff is 50.9 hours**
 - ❖ **The average working week for academic-related PS staff is 42.4 hours**
- Or put it another way, the average PS colleague does one day of unpaid work per week, while the average academic does two days unpaid work per week.
- ❖ **83% of academic staff reported that the pace or intensity of their work had increased over the past three years**
 - ❖ **Almost a third of staff (28.8%) reported an unmanageable workload "all or most of the time", while over two-thirds (66.5%) reported at unmanageable workload "at least half of the time".**

This survey of over 8,000 academics and PS staff was conducted in 2016 - the situation certainly hasn't improved since then; in fact, it's got worse!

The Capita Staff Survey Report: Univ. of Manchester 2019

This report identified "Staff workload" & "Managing stress levels of staff" as two of the main priorities for the Senior Management Team of UoM.

- ❖ **65% UoM staff reported that they had had "to put in a lot of extra time in the last 12 months to meet the demands of my workload"**
- ❖ **92% reported feeling stressed at work**

This is unsustainable. Senior Management are putting the long-term viability of the University at risk by 'burning out' academic and PS staff. It's time to take action against excessive workloads!

**SUPPORT UCU IN ITS FIGHT AGAINST EXCESSIVE
WORKLOADS**

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