

# UCU UWE

LISTENING TO AND WORKING FOR THE NEEDS OF  
MEMBERS AND WORKING TOWARDS A SECURE FUTURE.

## Branch news

**NEWSFLASH: SAVE THE DATES IN YOUR DIARY!.....2-6th MARCH 2015**

**International Womens Day: whole week of events at Frenchay Campus**

Please make sure you continue to have your say about the Staff Survey!!!!!!!!!!

"I can meet the requirements of my workload without regularly working unreasonable hours" (Number14: UWE Staff Survey)

The results are in. Of the respondents who participated, only 29% of these staff felt that they were able to respond positively to this statement. The data indicates that significant numbers of faculty staff feel that their work-life balance is being adversely affected by the burden of work currently placed upon them.

In Japan, *karōshi* or 'death from over-work' is an acknowledged phenomenon. This might sound extreme, but consider the medium to long term affects of over-work, causing stress, causing fatigue, leading to ill health. If this goes on for years, then the long term consequences could be life-limiting.

*Many professional teachers are feeling the strain of excessive expectations, in all sectors of education. To re-ignite reflection on our working experiences, consider also the plight of staff working in other education sectors. Excessive working hours, excessive expectations of additional duties and pressures decreasing the chances to take much needed leave all have an impact.*

*So please do carefully consider how we can all work together to support each other whilst we have this opportunity to debate the issues raised by the recent staff survey. Attend Faculty and Department meetings to continue the debate. Rest assured that the Branch will be requesting the full quantitative and qualitative data from this Survey!*



Remember to keep an eye on your bundles and your stress!

**Burnt out?**

Four out of five UCU members say they suffer stress at work

UCU ANTI-STRESS AND BULLYING WEEK  
17-21 NOVEMBER 2014

## Workload: Top Tips....

*please make sure that you keep a record of hours worked each week, and hours spent on each broad category. We may ask for these records later in the year as part of our campaign, and you can also use them to demonstrate the extent of your workload to your line manager.*



**Don't get stressed  
get angry– and  
then get active!**



**No to Austerity - Yes to One Million Climate Jobs.  
Join the bloc on March 7th Time to Act demonstration.**  
<http://www.timetoact2015.org/#!action-2015/cr30>

UCU is committed to play its part in 'greening the campus', 'greening the curriculum' and to assist campaigns for sustainable national policies and local practices. This is why we will be joining the **Time to Act Demonstration** on March 7th, marching under the banner **No to Austerity and Yes to One Million Climate Jobs**.

2015 is a key year for climate campaigning with a UK general election coming up and the Paris COP talks taking place in December. We need to show both the urgency of the need for action and the real solutions that can begin to tackle rising emissions such as one million climate jobs.

You can book coach places here: <https://www.eventbrite.co.uk/e/bristol-coach-to-time-to-act-climate-change-demo-london-tickets-15452103658> (leaving from Harbourside)  
Or contact UCU UWE Environment Rep at [Ana2.Lopes@uwe.ac.uk](mailto:Ana2.Lopes@uwe.ac.uk)



**The Time is  
now to make  
change  
happen...**

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# Stress at UWE

The Health and Safety Executive (HSE) list six potential causes of stress in the workplace:

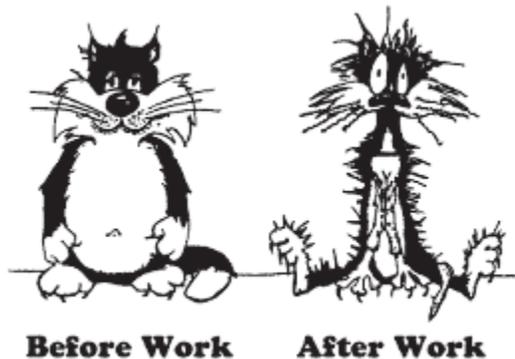
- ◆ **Demand** Workload management, work pattern, and work environment.
- ◆ **Control** The power a person has to manage the way they work.
- ◆ **Support** Including encouragement, sponsorship, and resources provided by the employer, line management, and colleagues.
- ◆ **Relationships** Including promoting positive working to avoid conflict, dealing with unacceptable behaviour.
- ◆ **Role** Whether people understand their role within the organisation and whether they have conflicting roles.
- ◆ **Change** How organisational change (large or small) is managed and communicated in the organisation.

*The recent staff survey at UWE found that only 29% of faculty staff agreed that they were able to complete their work without regularly working unreasonable hours and only 13% agreed that they were consulted when change occurred. In addition, there was also significant disagreement with statements concerning relationships and communication at UWE, with only 13% of faculty staff agreeing that their voice was being heard. These results support our previous survey which found that 60% of members reported to have experienced adverse effects on their health as a result of stress at work.*

**UWE management stated (In the Management of Stress at Work Standard) that:**  
**The Vice Chancellor, Deputy Vice Chancellors, Executive Deans and Directors of Professional Services will ensure:**

- ◆ A culture that embraces good and effective communication, close staff involvement and clarity of roles and expectations – in particular during times of change.
- ◆ Appropriate planning and allocation of resources to alleviate any demands that may be placed upon staff.

**UCU are concerned that these commitments are not currently being achieved, and that management's response to the Staff survey has not sufficiently addressed the issues raised.**



## *What can YOU do?*

Read the Management of Stress at Work Standard

Report any sickness absence and keep an absence record

State on the absence form when sickness is due to or related to stress

Complete the [Accident Report Form](#) when a workload situation has led to stress related effects or ill health

Ask for a risk assessment to be carried out if you identify a work related task that could potentially lead to stress

[University's stress risk assessment form.](#)



### **Race Equality Charter Mark Self Assessment**

**Please look out for details of the Staff Workshops that will be publicised soon. This will be an opportunity to contribute to discussions and work towards UWE applying for the Equality Charter Mark.**