

My workload, your education! A joint statement by UCU and NUS

Research shows that excessive workloads can lead to increased stress, greater absences and personal health issues for those effected. Yet recent surveys show workload is increasing for staff in FE and HE, particularly because of the recent waves of redundancies. **26%** of FE and HE staff work more than **50 hours** a week during term time; **75% describe their job as stressful** & **46%** say their work involves unrealistic time pressures. Excessive workloads can also have a detrimental impact on students and the quality of their education, including, reduced student contact time, the timely return of marked work and class and seminar sizes. The effective management of staff workloads is therefore an education issue. UCU believe that well motivated staff with time to attend to their students properly are at the cornerstone of a decent further and higher education system.

Therefore:

UCU calls for every university and college to agree a new joint approach to address the issue of academic and related staff workload, including regular monitoring to ensure staff are not overloaded. NUS calls for every university and college to ensure sufficient staff are in place to provide a decent education, ensure students receive the attention they need and ensure staff are not overworked. UCU and NUS agree to support each other in these objectives and to encourage mutual respect and support between students and staff.



Click the image above for more details.

*Season's Greetings
From the UCU
exec team.*

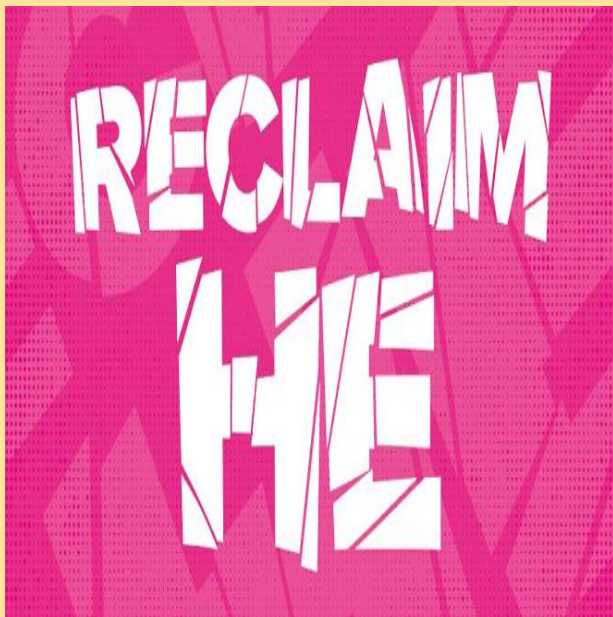
Not a UCU member yet? Here's how to join:

<http://join.ucu.org.uk>





On October 10th, UCU called for a Cease fire Now! Day of Action, joining with other trade unions in demanding an immediate cessation of hostilities, unrestricted access to humanitarian aid, and a halt to arms sales to Israel. At UWE we gathered for a photo in the Plaza.



General members meeting dates 2025 via TEAMS.

- Thursday 25th February at 1300
- Thursday 22nd May **AGM** 12-13.00 followed by General members meeting at 13.00
- Thursday 4th September at 1300
- Wednesday 10th December

ucusecretary@uwe.ac.uk

Names and Contacts of UWE UCU reps:

- **CHSS College Rep:** (Glenside) Clive Warn clive.warn@uwe.ac.uk and Judith Worthington judith2.worthington@uwe.ac.uk
- **CBL College Rep:** Margaret Roberts margaret3.roberts@uwe.ac.uk
- **CATE College Rep:** Chris Mason christopher4.mason@uwe.ac.uk
- **CATE College Rep:** Margaret Roberts margaret3.roberts@uwe.ac.uk
- **Anti-Casualisation Officer:** Richard Broomhall richard.broomhall@uwe.ac.uk
- **Academic Related Staff Rep:** Matt Proom matt.proom@uwe.ac.uk
- **Race & Ethnicity Rep:** Amelia Baldwin. amelia.baldwin@uwe.ac.uk
- **Researcher's Rep:** Margaret Roberts margaret3.roberts@uwe.ac.uk
- **Disabled Members Rep:** Judith Worthington judith2.worthington@uwe.ac.uk
- **Women's Rep:** Charlotte Sellick charlotte.selleck@uwe.ac.uk
- **LGBTQIA+:** Clive Warn clive.warn@uwe.ac.uk

2025 Notable Dates

- **04/01/25** World Braille Day
- **19/01/25** World Religion Day
- **27/01/25** Holocaust Memorial Day
- **29/01/25** Chinese New Year
- **Feb 25** LGBT+ History Month
- **06/02/25** Day of Zero tolerance of FGM
- **11/04/25** Women and Girls in Science Day
- **March 25** Women's History Month
- **08/03/25** International Women's Day
- **21/03/25** Elimination of Racial Discrimination Day
- **31/03/25** Transgender Day of Visibility
- **07/04/25** National Stalking Awareness Week (7-11)
- **26/04/25** Lesbian Day of Visibility
- **05/05/25** Family Equality Day
- **15/05/25** Accessibility Awareness Day
- **17/05/25** Day Against Homophobia, Biphobia and Transphobia
- **07/06/25** UK Pride
- **18/06/25** Autistic Pride Day
- **22/06/25** National Windrush Day
- **23/06/25** Women in Engineering Day
- **27-29/06/25** London Pride Weekend
- **28/06/25** Bristol Pride
- **July 25** South Asian Heritage Month
- **14/07/25** Non-Binary Peoples's Day
- **18/07/25** Nelson Mandela Day
- **23/08/25** Remembrance Day of the Slave Trade and its Abolition
- **October 25** Black History Month

On October 29 Mark Abel of Brighton University joined us online to share the experience that UCU had at Brighton with restructuring. He gave us valuable insights about how to deal with the restructuring currently taking place at UWE. Any announcement of academic redundancy is likely to take place in May 25 — and UCU UWE need to be prepared to respond quickly.

Vacant roles at UWE UCU

As members of UCU, you are already passionate about fairness and fighting for our rights. Our UWE branch are looking for members to join the fight and fill the last few vacant roles in our branch. You'll get workload for doing it too!

We need

- A Recruitment officer
- A Treasurer
- A Health and Safety Rep

Please contact

UCUSecretary@uwe.ac.uk

For more info.

ROC News

ROC are pleased to report they received more than 450 signatures on UCU's petition to the Vice-Chancellor asking him to avoid compulsory redundancies, to improve UWE's financial transparency, and to ensure healthy and fair working conditions. The petition was delivered to the Vice-Chancellor on December 2nd.

What is Casework? By Clive Warn

Casework involves defending University and College Union (UCU) members' rights in the workplace and negotiating improvements to their situations. A UCU caseworker is a UCU member who volunteers to assist other members with work-related issues.

Key Roles of UCU Caseworkers:

- **Defending Rights:** Advocating for members' rights in the workplace.
- **Negotiating Improvements:** Working to improve members' situations.
- **Advising and Representing:** Offering advice and representation on employment issues.
- **Accompanying Members:** Accompanying or representing members at meetings.

Nature of Casework:

Casework can range from offering email support and brief consultations to more involved activities like gathering evidence, raising concerns, and advising on grievances or workplace issues. Themes and patterns arising from this work, feed into various UCU branches and UWE forums.

Who are Caseworkers?

Caseworkers are UCU members and academic colleagues who volunteer. They are required to undergo UCU training to effectively support their roles, leveraging their workplace insights to address issues effectively.

How We Can Help:

1. **Providing Advice:** Helping members understand their situations and find realistic solutions.
2. **Signposting and Perspective:** Offering guidance to alleviate stress and improve conditions.

UWE Activity:

Some of our recent casework **successes** include:

- Challenging inconsistent practices at UWE, such as the retraction of unfair/unlawful workload practices.
- Ensuring G grade staff doing H grade tasks are appropriately compensated, or have work removed.
- Improving probation experiences without penalty to the staff member.
- Addressing poor and inconsistent management, improving the experience and wellbeing of staff.
- Ensuring staff do not work beyond their capacity and that workload is allocated fairly.
- Supporting staff/teams to gain necessary resource.
- Ensuring reasonable adjustments are applied.

This overview captures the essential functions and recent successes of UCU caseworkers, highlighting our commitment to advocating for and improving the conditions of our members.

Stressed?

Report stress to your line manager as soon as possible so action can be taken to help eliminate or reduce stress to a safe level. Your manager will work with you to identify the specific causes of your stress and help you address them.

If your stress is related to a personal issue, your manager could allow you some flexibility and time. They will advise you of any appropriate leave (such as [carer's leave](#) or [compassionate leave](#)), or consider allowing unpaid leave. Your manager may review your work to see if some could be prioritised or deadlines extended to reduce additional work pressures.

If your stress is work related, your manager will work with you to identify the specific causes of stress. The [HSE's set of management standards for stress](#) (external link) cover the six primary causes of stress at work. Your manager should carry out a wellbeing at work action plan to identify the issues and the actions to effectively manage stress. Follow-up meetings will be scheduled to review progress against the actions and check whether further support is required.

If reporting stress to your line manager would not be appropriate you should contact [People Services Advice Team](#) for advice and guidance or [Click HERE](#) for more staff support and [HERE](#) for EAP.

The UCU consultative ballot on [the higher education \(HE\) pay and working conditions offer for 2024/25](#) closed at 5.00pm on Tuesday 3 December and thanks to everyone who participated.

The results of the consultation are as follows:

- Do you accept or reject the pay element of UCEA's final offer? Accept: 32% Reject: 68%
- Do you accept or reject the terms of reference on the pay related elements (contract types, pay spine review, workload, and equality pay gaps) as set out in UCEA's final offer? Accept: 86% Reject 14%
- Are you willing to participate in industrial action in pursuit of an improved offer? Yes: 53% No: 47%

The turnout was 27%.

The union's higher education committee (HEC) will now meet to consider the results and decide on next steps. Please look out for further updates coming soon.