

BURNOUT

Workload in higher education has been increasing for years, creating increasingly unmanageable pressure for staff across all categories. A 2021 workload survey from UCU found:

- **68%** of staff reported that workload had increased significantly over the last 3 years
- 38% of staff reported their workload was unmanageable **most or all of the time**.

Those issues are reflected locally. The most recent OU staff survey found:

- More than 4 in 10 OU staff report an unmanageable workload (pulse staff survey)
- Overall, a shocking 44% of OU staff report stress-related pressure at work
- More than a third of OU staff report having more work than they can do well
- A quarter of OU staff report feeling undue pressure at work
- A third of OU staff report feeling that they have no control over their workload.

It's unsustainable.



THINGS MUST CHANGE

“For our members, obviously we do need a pay offer that deals with the cost-of-living crisis and what’s been a 25% pay cut since 2009; but our members are also incredibly concerned about **burnout workloads and the moral stain of casualisation** in our sector [...] It’s about having lives and colleagues and workplaces that are full of people who are buzzing to be there, rather than **absolutely drained.**”

– Dr Jo Grady, UCU General Secretary

HOW CAN YOU HELP?

- Join UCU: www.ucu.org.uk/join
- Come along to our rallies and events: <https://www.ucu.open.ac.uk/>
- Donate to the UCU fighting fund <https://ucu.org.uk/fightingfund>
- Post support using #ucuRISING on social media



Sources:

UCU workload survey: <https://www.ucu.org.uk/media/12905/UCU-workload-survey-2021-data-report/pdf/WorkloadReportJune22.pdf>

OU Staff barometer survey: <https://openuniv.sharepoint.com/%3ab%3a/r/sites/hr/doc-store/Shared%20Documents/2022%20Staff%20Barometer%20Survey%20Report.pdf?csf=1&web=1&e=VPOVMC>

Open University Branch of UCU <http://ucu.open.ac.uk>

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Donate to or apply to the Hardship Fund: <http://ucu.open.ac.uk/branch-hardship-fund>