

Workload: Bad to Worse?

UCU has been raising concerns about workload at the Open University for many years, yet members tell us the situation is getting worse for them.

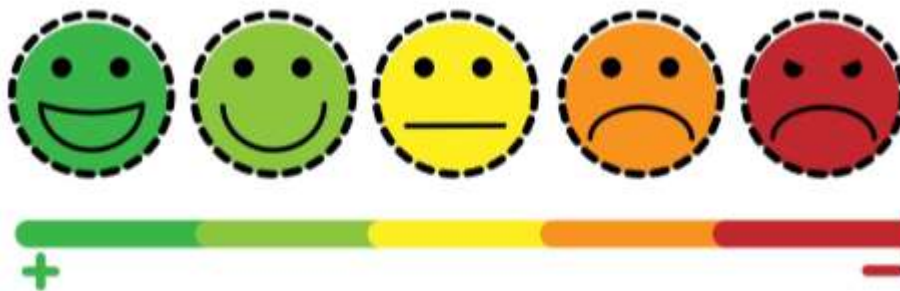
While there is much talk about stopping activity and ‘prioritisation’, the reality is more initiatives and change programmes appear on a daily basis – all of which are meant to be absorbed into packed working hours.

Intensifying workload can bring significant stress and the weight of excessive workload takes a heavy toll. 80% of UCU members in Higher Education reported that workload adversely affects their mental health.

How’s Your Mood?

The OU’s ‘Mood Pulse’ monthly updates make it clear that workload is the second major cause of negative mood for colleagues, after leadership. To quote the Colleague Engagement team, ‘When employees are happier, they’re more creative, they’re more engaged, and there’s more social support within the organisation.’

And of course, a reasonable workload underpins better teaching and learning.



We need a national approach to monitoring and reducing unacceptable workloads across the sector.

Open University Branch of UCU

Email: ucu@open.ac.uk

Facebook (openuniversityucu) and **Twitter** @oubucu (#ucuRISING)

See our website for more information: <http://ucu.open.ac.uk>

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

UCU
University and College Union

USS Update: Pension Restoration

UCU members took extensive strike action against cuts to our pensions and unaffordable contribution rises. The union always said these were unnecessary.

Thanks to our determination there is now a formal consultation about restoring USS benefits and lowering costs – have your say!

No one takes action lightly, but **strikes work!**

<https://www.ucu.org.uk/article/12962/University-pension-benefits-on-track-to-be-restored-in-full-employers-and-union-confirm>

How Can I Make a Difference?

- **Join UCU:** www.ucu.org.uk/join and take part in the **action**
- Ask the Vice-Chancellor to stand with other leaders in calling for a return to negotiations, and to address sector job insecurity overwork, equality issues, and the cost of living crisis (vice-chancellor@open.ac.uk)
- Pledge to help those taking industrial action: <http://ucu.open.ac.uk/branch-hardship-fund>
- Support on social media using #ucuRISING and #StopTheDispute



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