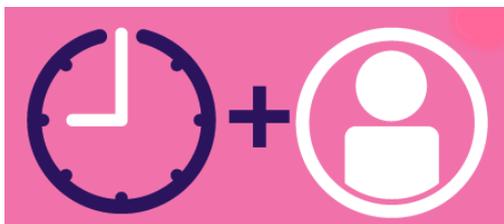


# WORKLOAD CRISIS!

The strain of overwork is breaking many people in Higher Education. According to a recent UCU survey, the average academic workload is now 50 hours a week, with 1 in 4 academics reporting working even longer hours. Many administrators also suffer from severe overloads combined with the pressure of precarious contracts.

- At the OU staff (not including Associate Lecturers) reported working 16% above contracted hours per week. Many have told us they are firefighting and working on an 'emergency basis' most of the time.
- Associate Lecturers reported working an average of 157% of their contracted hours in a typical week.
- A recent report found 'astonishing' rises in staff mental health referrals within universities. See Dr Liz Morrish, <https://www.hepi.ac.uk/wp-content/uploads/2019/05/HEPI-Pressure-Vessels-Occasional-Paper-20.pdf>



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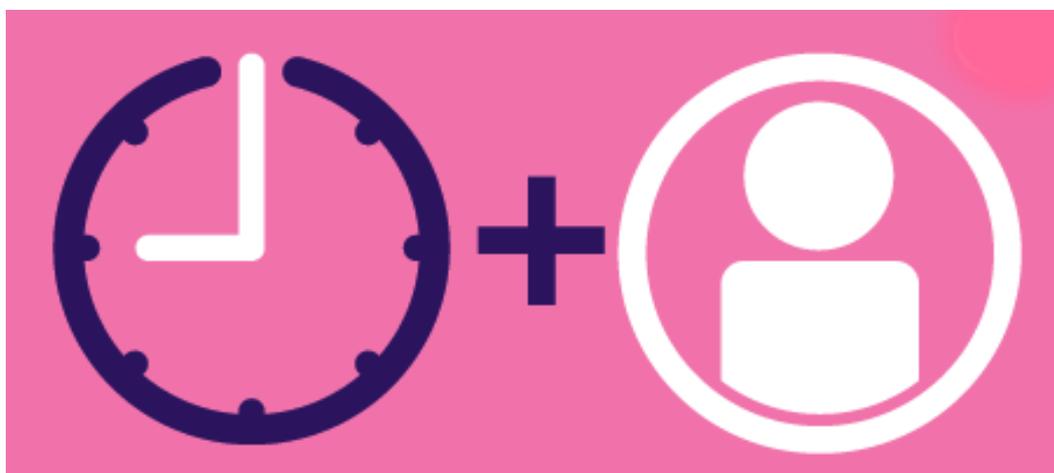
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# WONDER WHY MONEY'S SO TIGHT?

Higher Education pay rises have failed to keep up with inflation since 2009. We would need a pay rise of c 23% (RPI) to catch up with a decade of real terms pay cuts. Household expenses just keep rising and our pay doesn't keep up.

The current pay offer from employers is 1.8%. This below-inflation rise will be almost wiped out by the unnecessary increases in USS contributions in April and October (1.6%).



Over a decade we've lost the equivalent of an entire day's wage every week. At the same time many OU staff are doing 1-2 days (or more) every week above contracted hours.

## Time for Fair Pay and a Decent Workload

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