**Workload:**

**It’s Out of Control**

Ever-increasing workloads have created an environment that is unstainable for the mental and physical health of staff.

* According to a recent UCU survey, the **average** academic workload is now 50 hours per week, with 1 in 4 academics reporting working even longer hours.
* At the OU, Associate Lecturers reported working an average of 157% of their contracted hours in a typical week.
* The average for staff not including Associate Lecturers was 16% above contracted hours per week.
* A report called universities ‘Pressure Vessels’ after ‘astonishing’ rises in staff mental health referrals.

*See Dr Liz Morrish,* <https://www.hepi.ac.uk/wp-content/uploads/2019/05/HEPI-Pressure-Vessels-Occasional-Paper-20.pdf>

**Overwork is Unsustainable**

**Workload Climbs, But Your Pay Falls!**

Staff have suffered poor pay settlements that have failed to keep rise with inflation since 2009. We would need a pay rise of circa 23% (RPI) to catch up with a decade of real-terms pay cuts.

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

This means: over a decade, we’ve lost the equivalent of a day’s wage every week.

**But many of us are working an additionalday a week for free!**

**It’s Time for Sane Workloads and Fair Pay!**