

**SATURDAY 20 APRIL  
10:30-16:00**

**The Mechanics Centre  
103 Princess Street  
Major Street Entrance  
Manchester M1 6DD**

# **WORKLOAD CONFERENCE**

**Reducing workloads  
and securing effective  
workload agreements**





**University and College Union**

## **UCU Workload Conference: Workload stress hazards and solutions**

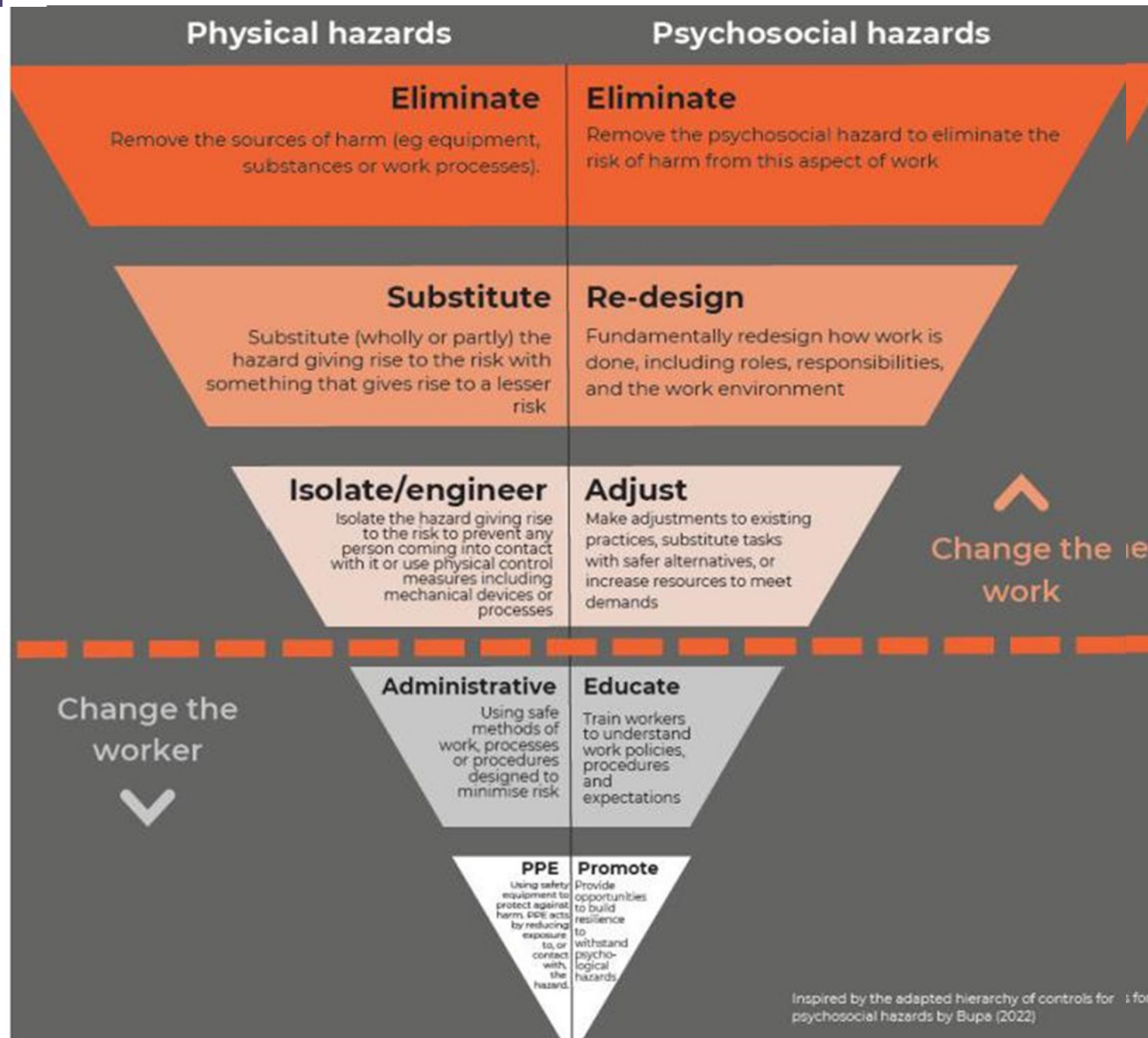
Alex Lancaster, UCU Bargaining and Negotiations  
Official (Health and Safety)

# Understanding the issues across post-16 education

- Overworked and experiencing high levels of stress.
- Sickness, ill health, burn out
- Extensive evidence of harm
  - Data
  - Surveys
  - Inspections and investigations
  - Casework, case studies
  - Research

# What does the legislation tell us?

- **Health and safety legislation – employers' responsibilities**
  - Keep you safe at work
  - Identify foreseeable hazards
  - Prevent hazards from causing harm to workers
  - Implement preventative and protective measures to protect you from harm
- How? - **risk assessment**, organisation level
- Why? – robust, systematic, effective, **preventative** - Law



Inspired by the adapted hierarchy of controls for psychosocial hazards by Bupe (2022)

# Huge Gap

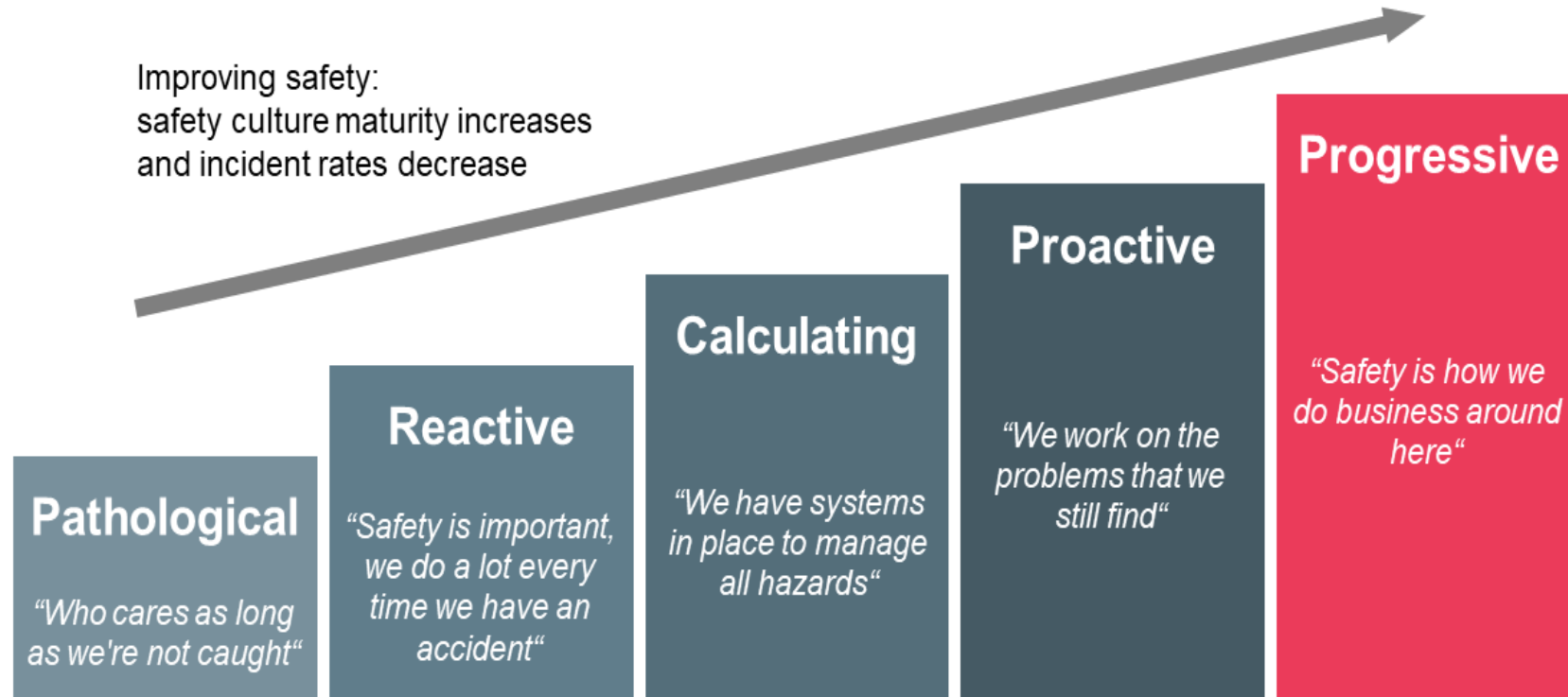
Legislative requirements



employer actions



# Organisational safety culture





# Collectivising the issues

- **Safety reps – trade union power**
  - Who appoints? Who can be appointed? Who decides focus? Area of workplace covered? How much time you spend undertaking statutory role?
  - Functions defined in SRSC regs, plus more.
- **Solutions focussed**
  - Organising and campaigning, collective bargaining
  - Applying safety strategies and tools
- **Reps using H&S approach** to re-framing local conversations about workload hazards



# Health and Safety Executive (HSE)

- HSE 10 year strategy 2022-2032

First objective **‘reduce work related ill-health with a specific focus on mental health and stress’**.

- Education – webinars, training, updated resources, updated surveys, promotion and campaigns
- Increased regulatory actions - proactive inspections of education sector
- Increased regulatory interventions – following complaints

## **Building power – escalating concerns - securing agreements**

- Branches engaged in range of activities to tackle workload stress hazards.
- Share ideas and experiences – work will continue beyond this conference
- Range of employer responses - reps continuing to push and following through with the process - escalating when needed.
- Workshops focus - three key elements which are key to the workload campaign – all solutions focussed.

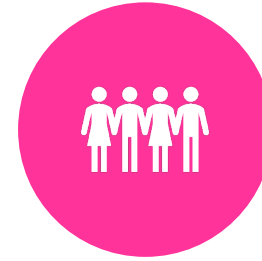
# Workload stress hazards



SPEAK OUT



GET BRANCH  
SUPPORT



IDENTIFY ALLIES  
AND BUILD  
SOLIDARITY



SHARE IDEAS AND  
EXPERIENCES



BUILD A  
WORKLOAD  
CAMPAIGN



THINK 'BIG'!