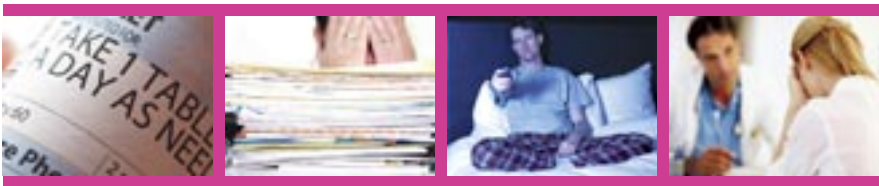


UCU CAMPAIGNING AGAINST

workplace stress

Stress is now the number one biggest workplace hazard in the UK. Recession and staffing cuts are likely to see ever-increasing numbers of people experience stress at work which is why UCU is campaigning to protect our members in colleges and universities. Ever-increasing workloads and a climate of constant organisational change in the sector mean that work-related stress is rapidly becoming an epidemic.



WHAT IS STRESS?

- Stress can happen when someone is under excessive pressure.
- Stress can make staff ill and is bad for both individuals and organisations.
- Stress is an organisational problem, not an individual weakness.
- Employers have a legal duty to tackle work-related stress.

HOW TO RECOGNISE STRESS

- Physical symptoms can include headaches, chest pains and insomnia.
- Emotional symptoms can include anxiety, depression and panic attacks.
- Behavioural symptoms can include increased drinking or smoking, or mental health problems.

workplace stress



TACKLING STRESS

If you are experiencing work-related stress you should:

- Tell someone your health is suffering due to stress.
- Keep a written record of problems.
- Talk to your UCU health and safety representative.
- Visit your doctor.

IF YOU ARE ABSENT FROM WORK DUE TO STRESS YOU SHOULD:

- Inform your employer that the cause of your absence is stress.
- Do not discuss the matter with your employer without taking advice from your UCU rep.
- Do not attend any meeting with your employer without taking advice and being accompanied.

UCU FIGHTING WORKPLACE STRESS

- UCU health and safety team offer help and support on workplace stress, including a free advice line.

- UCU branches across the country are raising stress as an issue with management.
- Our online UCU stress toolkit provides a range of resources to tackle workplace stress: www.ucu.org.uk/stress
- UCU runs national, regional and local anti-stress events to highlight the campaign.
- UCU has over 600 health and safety reps, trained to protect our members from workplace hazards like stress.

WHAT YOU CAN DO

- Contact the UCU Health and Safety advice line: **0161 636 7558**, healthandsafety@ucu.org.uk
- Contact the Recourse helpline: **0808 802 03 04**. Recourse offer free confidential support for people working in post-16 education
- If you are not a member, join UCU today: www.joinonline.ucu.org.uk