

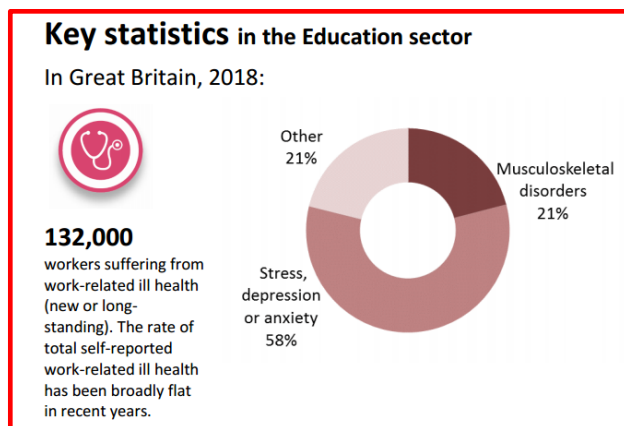
# Workload at Goldsmiths



**Investigate! Agitate! Negotiate!**

...How can we check that our workload is **reasonable & calculated realistically?**

...How can we ensure our **hard work is recognised** by the college?



...How can we understand **equity and transparency**, across all departments?

...What are the workload factors which contribute to **stress, anxiety and depression?**

<http://www.hse.gov.uk/statistics/industry/education.pdf>

## 1. **Staff are working an average of more than two days unpaid every week**

In HE, academic staff working across all disciplines work **50.9 hours per week on average**.

## 2. **Workload is unmanageable and unsustainable for the majority of academic staff and lecturers**

In HE, 83% of academic staff reported that the pace or intensity of work has increased over the past three years. Two thirds of staff reported that their workload is unmanageable at least half of the time and **more than a quarter of respondents (28.8%)** said that their workloads were unmanageable all or most of the time.

## 3. **Staff are taking on more responsibility and administration**

The most frequently reported and highest ranked contributing factors to workload increases were **the increasing administrative burden and the widening of duties** considered to be within members' remit. These were closely followed by the impact of restructuring and reductions in staff numbers. Academic staff and lecturers are expected to perform more administrative and departmental tasks and present themselves as more available to students to meet rising expectations, on top of core teaching activities including developing and delivering courses, programmes and research objectives.

## 4. **Student expectations have increased**

Rising student expectations caused by policy changes aimed at shifting the focus towards **students being treated as fee paying consumers, have increased the workloads** of academic teaching staff and FE lecturers. Around 33% of HE teaching staff stated that the time they spend marking assignments has increased significantly when compared to three years ago.

## 5. **Professional and career development is suffering as a result of increasing workload**

When asked whether the proportion of their time spent on certain activities had increased or decreased over time, both teaching and research academics in HE and FE teaching staff uniformly reported **a significant decline in time spent on development activities** including attending and presenting at conferences and networking, research and reading, self-directed study or scholarly activity.

**Vote YES! to recognise and address excessive workloads**