



10 STEPS

Over the last four years, student numbers have increased and workloads have risen greatly at Nottingham Trent University, while pay has declined in real terms.

We ask that senior management respect and properly reward the work done by NTU academics, and safeguard their physical and mental health, so that students are taught well and their degrees properly supported.

- The 2018 *NTU UCU Workloads Survey* shows that 74% of academic staff are working six or more hours over their contract every week; 29% are working over 11 hours extra.
- 94% of academic staff say their excessive workload is having a negative effect on their mental health.

NTU academic staff are at breaking point. We are understaffed and feel undervalued. We want a university that is fit for the future.

In order to solve these problems, we ask management as a matter of urgency, to take the ten steps listed overleaf.

10 STEPS

- 1 Keep to the agreements negotiated with the union** (eg the national contract, national framework agreement and local guidelines for lecturers). All these are being breached.
- 2 Roll back casualisation** - offer permanent contracts to casualised staff who've worked at NTU for more than two years. Precarious working conditions prevent quality teaching.
- 3 Add all our work activities onto our workload spreadsheets** (MAW) - so that they reflect our workloads accurately - 1,575 hours p.a. (a notional 37 hours a week) is the limit, not a target. NTU should implement the HSE stress management standards.
- 4 Increase staffing to sustainable levels** - 84% told the UCU workload survey that their teams are at least two people short. Staff who leave should have their posts advertised within two weeks.
- 5 Spend more on staff, not buildings** - reserves have increased; the vice-chancellor earns nearly ten times more than the median salary, while HE pay is down by 21% since 2009. Bridge the gender pay gap at NTU - nationally, women are paid around £6,000 less than men.
- 6 Abolish gradings** which lead to divisive rewards and demoralising penalties. Performance management should help to develop staff. UCU is against performance-related pay.
- 7 Academic pathways should be agreed** - not imposed. Staff should be supported, not punished, through appraisals. Staff should have fair and equal access to resources.
- 8 Let staff opt out of having their lectures recorded** if they wish to, in line with NTU policy. Many staff are currently being refused their right to opt out of lecture capture.
- 9 Stop the data-driven culture and emphasis on league tables** - listen to and trust academic staff above marketing or flawed metrics, not least with regard to our research (REF).
- 10 Respect your academic colleagues** - make governance democratic and representative. Recognised trade unions should be represented on the board of governors (as they are in Scotland). We are a scholarly community in a public university.

NTU CANNOT AFFORD TO RISK PUTTING ANY MORE PRESSURE ON ITS ACADEMIC STAFF. WE NEED URGENT CHANGES TO MAKE NTU A UNIVERSITY FIT FOR THE FUTURE.

#wearetheuniversity

