

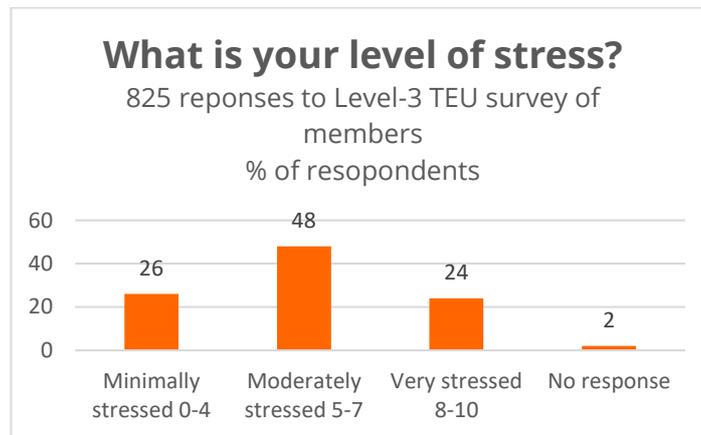


# Tertiary Lives | COVID-19

## Together for safe workloads

June 2020

Across the tertiary education sector, staff have said that workloads have continued to grow and stress is high as our sector responds to COVID-19.



Respondents told us that the increase in workloads was being caused by tertiary education institutions trying to ensure students do not miss out during the COVID-19 pandemic.

Now that we have moved to Level-1 on the government alert system, staff in the sector are seeing workloads rise due to the need to help Aotearoa New Zealand recover from the pandemic.

### What you said

“Having to convert face to face teaching to on-line teaching and wanting to do it well has been huge. I usually work 0.8 but have been working full time ++.”

same lesson planning and delivery for students, as well as marking assignments, AND do research projects, when we have 20% less time to do it.”

“It’s stressed tutors who feel overwhelmed and not coping with an increased workload and yet reduced working hours/pay – there’s an expectation that we should do all the

“...my brain doesn't seem to want to function to do high level academic work so that feels stressful as my workload hasn't eased off.”

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In this situation, all these pressures are relentless and inescapable.

“Everyone has to pitch in, but I feel that councils and VCs should be held criminally negligent if they require a return to BAU without adequate changes to all aspects of teaching and research.”

“Workload has not decreased during lockdown, it has increased. There is not necessarily any further support for this.”

The respondents to our survey were concerned for the pervasive ‘business-as-usual’ mentality with regards to expectations and workload. As one respondent noted, this is a collective problem and it requires a total re-think of teaching and research across the whole tertiary sector.

**High workloads and stress impact on our daily lives, our wellbeing, on our whānau, and they have health and safety implications. Let’s stand together and put an end to excessive workloads.**

It’s time to say no if it can’t be done!

### Let’s take time to get workloads in check:

- Grab one of the workloads posters and ‘Say no if it can’t be done.’
- Ask colleagues to a cuppa and conversation session and talk about the results of the TEU survey. The report can be found on the COVID-19 [Campaigns page](#) of the TEU website.
- You’ve talked to your colleagues and there are workloads issues. Call a team meeting and ask your manager to review the workloads approach in your area of work.
- If you need support to get a positive workloads conversation and plan in place you can call your TEU organiser or branch rep. You can find them on the [Find Your Branch page](#) of the TEU website.



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