



UCU Workload Campaign
briefing for Branch Officers and
Workload Reps

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CAMPAIGN OVERVIEW

- Role of workload reps is fundamental
- Make full use of statutory rights
- Employer legal duty is leverage
- The solution is to use rights, leverage the employer legal duties and build a campaign with specific demands

LEGAL RIGHTS

- Right to appointment and time off
- Employer duty to consult, provide information, facilities and assistance
- Represent all staff groups, conduct inspections and investigations

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2. GATHER EVIDENCE

- * Plan and conduct first round of inspections
- * Road test 'themes/issues'
- * Surveys and other data collection
- * Written reports

3. REVIEW AND CAMPAIGN PLANNING

- * Analyse data and staff feedback
- * Develop winnable and widely supported claims
- * Develop campaign strategy and key messages

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STAGE 1 CHECKLIST

Stage 1 sets up the three pronged approach, initially using the H&S element.

1. BUILD A WORKLOAD TEAM

- Identify, appoint and notify workload reps in target departments
- Training and action plans
- Schedule first round of inspections

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STAGE 2 CHECKLIST

Stage 2 implements the three pronged approach

4. FIT FOR PURPOSE H&S STRUCTURES

- Identify existing structures
- Establish/re-establish H&S committees with equal voting numbers & populate with appropriate mix of UCU officers and reps
- Workload as standing item and seek collaborative working with employer / HSE SMS
- Use evidence gathered to inform organisational risk assessment and seek agreed control measures

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5. JOINT WORKING GROUPS

- * Workload standing item for JCC/JNC
- * Establish joint working group and TOR and align with H&S committee and JCC/JNC
- * Identify priority areas for action
- * Ensure control measures in H&S committee reflect campaign priorities
- * Ensure local workload claims are harmonious with inspection/survey data and control measures

6. AGITATE AND NEGOTIATE

- * Review the campaign plan
- * Continue to conduct workload inspections
- * Organising approach, local bargaining and claims