

JCNF 2025-06 UCU P2 – Impact of Academic Futures on staff workloads

Trade union concerns about impacts of Academic Futures on staff workloads. UCU recognises that excess workload has a particularly acute effect on staff with precarious contracts. Ethnic minority staff and women are at increased risk because they are more commonly on precarious contracts.

- Even before Academic Futures commenced, workload has been a severe issue for all staff at Cardiff University. For example, the [2023 Staff Survey](#) reported that 48% of staff were unable to manage their workload without regularly working unreasonable hours. The 2024 joint union H&S inspection of LAWPL revealed similarly high proportions of staff experiencing extreme workload demands:
 - 83.4% of respondents always or often have to work very intensively;
 - 80% of respondents always or often have to neglect some tasks because they have too much to do;
 - 76.6% of respondents always or often have unrealistic time pressures.
- Campus unions have been asking for data on and mapping of the implications that staff reductions through VR and VS schemes will have on existing programmes and staff. This has not been provided to date. The freeze on temporary uplifts to PS staff salaries who are ‘acting up’ because of VS is a particular concern.
- We are extremely concerned that staff reductions alongside increased SSRs across the university will compound the already-high workload demands on existing staff (both academic and PS), leading to a workload crisis. We are also concerned about the levels of additional labour required to fulfil the needs of Academic Futures restructuring processes over the next 4 years.
- We reiterate our request for workload impact assessments alongside the relevant data to show that there will be no increased workload for all staff.
- We ask for a guarantee that all workloads will not be adversely affected by the Academic Futures project.