

## TAFE - Workloads, work intensification and unreasonable work expectations

Your union, the CPSU NSW, is deeply concerned about the high levels of work intensification and the unreasonable work expectations that are being placed on staff as a result of TAFE NSW's failure to adequately resource its campuses.

Please be aware that there is **NO STAFFING FREEZE**. What there is, is a need for managers to make a business case to fill and/or back fill positions. If this is not happening, then your manager is failing to manage the area.

We have heard from members in libraries, in customer service, Info Points, Tool Stores, TOs. All saying the same thing: **we are overworked, under resourced and we cannot continue with this level of work intensification.**

Of particular concern has been the increase in workload to the Educational Administrative Support positions in TAFE NSW.

These positions have been impacted by the redesign of other areas and the delay in the Groups 5 and 6 restructures. EAS staff cover multiple teaching sections and further workload increases are landing squarely on EAS shoulders (such as Training Plans and other functions previously performed in ATTP – Apprenticeship Team).

There are concerns that if this is not addressed, it will become an enormous problem at the commencement of classes in 2019.

EAS staff are also taking on Customer Service functions (which is part of their duties), but for example, if the section only has the EAS for 1 day per week, this accumulation of work becomes unmanageable.

Other areas, such as libraries, report failure to replace staff who have left through natural attrition (resignation, retirement) resulting in increased work intensification.

- » If you think (as we do), that you are under unreasonable increasing work demands and pressure
- » If you think that your workload has increased resulting in feelings of stress and overwhelm
- » If you think that TAFE NSW is placing unreasonable work expectations upon you

Then we ask that you submit your concerns through WHS Hotline. **Report all incidents to the WHS Hotline – 1800 316 600**

It is important that TAFE NSW understands the extent of this problem. Your employer has a duty of care to you and your colleagues, to ensure that your work environment is safe and healthy. The more stressed and overwhelmed you become, the greater the risk that your health and wellbeing will suffer.

**Report all incidents of stress and overwhelm to the WHS Hotline – 1800 316 600**

While the CPSU NSW will take this matter to TAFE NSW on your behalf, we need you to provide the evidence to which we can point. We can tell them you are over-worked. Only you can prove it.

**Report all incidents of stress and overwhelm to the WHS Hotline – 1800 316 600**

It is important that you continue to have a say and your voice is heard.

You can support the work of the union and your local delegates by joining the CPSU NSW.

**Please forward this to your colleagues** so that they know their rights and encourage them to **JOIN THE CPSU**.

*Please note, CPSU NSW members are also members of the Public Service Association of NSW. The PSA is the Associated Body for, and resources and manages, the CPSU NSW*

