

## MORE WORK?

“You know we’re all having to do more at the moment. Would you mind picking up a bit of extra marking/teaching/admin/management? You’re such a good colleague and team-player!”

“I understand that the team is under pressure and appreciate that you’re trying to find solutions, but I can’t take on this extra work.”

“It’s only a bit of extra work. We’re all having to chip in for the students now. XXX has agreed to take on most of it, it shouldn’t take long. You’d be such a star. It would really help”

“I value being collegiate, but collegiality isn’t about working in unsafe conditions or compensating for the university’s failure to meet its legal obligations. The university must carry out the Business Unit Stress Risk Assessments before asking anyone to take on additional work. Without these in place, it’s not fair or safe to ask staff to take on more.”

“I understand that others may feel pressured to take on more, but that doesn’t mean it’s the right thing to do—or that it’s sustainable. Without proper risk assessments, this isn’t just about me; it’s about protecting everyone’s well-being and ensuring workloads are manageable for the long term. If we all say no, the university will have to step up and address the real issue instead of shifting the burden onto staff.”

## JUST SAY “NO”

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“Oh yes, the Business Unit Stress Risk Assessments. We’re waiting to be told how to do these. But we’re on it. There’s lots that will be changing because of Future Nottingham, so there’s no point doing them until things are more settled. In the meantime, the work won’t wait, I’m afraid”.

## JUST SAY “NO”

“The idea that risk assessments can wait undermines the whole point of preventative measures. It’s like saying, ‘We’ll fix the gas leak eventually; in the meantime, just keep working.’ That’s not acceptable. The university has had ample time to fulfil its legal obligations. We shouldn’t be made to feel like we’re the problem for expecting basic safety checks to be done before being asked to do more.”

“I know, we’re all under such pressure at the moment. We’re all having to do our bit, and make it work, for the sake of the students. We don’t want them to suffer”.

“I’m not saying no because I don’t care—I’m saying no because I **DO** care about our collective well-being and fairness at work. The university’s failure to manage the consequences of the MARS redundancies and ensure safe workloads is their responsibility, not mine or my colleagues’.”

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“Look, it’s just a temporary issue. We’re hoping that the recruitment freeze will be over soon, and we’ll be able to hire more colleagues. We didn’t want to lose colleagues to MARS. We’re just in a bit of a pickle now, because of the situation ...”

## JUST SAY “NO”

“If this is a temporary issue, the solution should also be temporary—such as hiring temporary staff or restructuring priorities. Overloading permanent staff without proper risk assessments is not the answer.”

“Gosh, we always thought we could rely on you. Are you ok? You don’t seem your usual self. Do you want to go away and think about it?”

“Saying no isn’t easy, but I’m standing firm because this is about fairness and safety for everyone. I hope you can understand and join me in calling on the university to take responsibility instead of shifting the burden onto us.

I hope you can hear me when I say that this isn’t personal—it’s about ensuring the university takes its responsibilities seriously. Saying no is the best way to ensure they act, and I hope others feel empowered to do the same.”