

Burnout in Higher and Further Education Staff

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A background graphic consisting of a network of interconnected circles and lines, transitioning from light blue on the left to dark blue on the right. The circles vary in size, and the lines connect them in a complex, web-like structure.



Overview

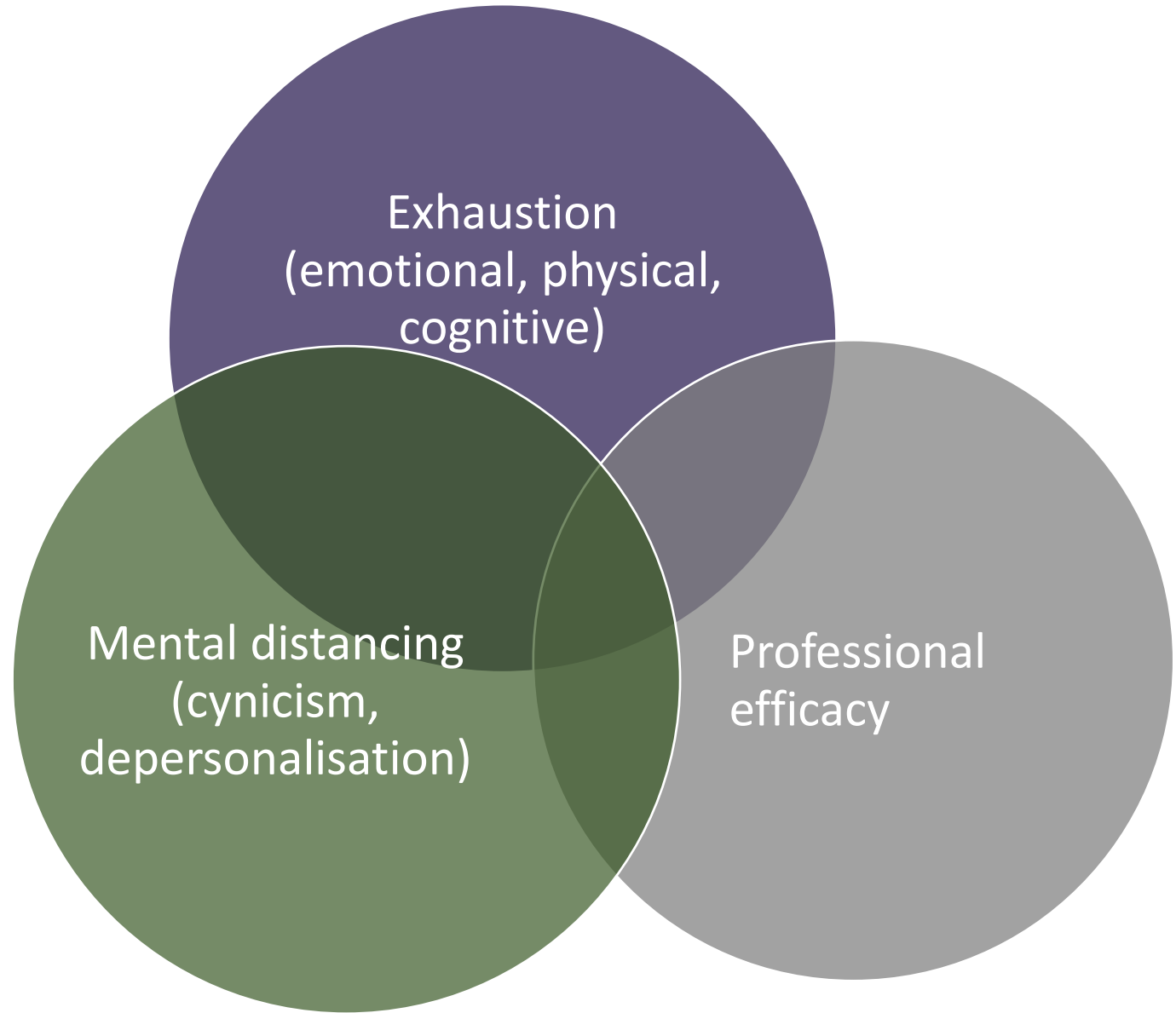
- Burnout – what is it and how does it link to wellbeing?
- Higher and Further Education staff wellbeing
- Relationship between psychological hazards and burnout
- Systematic approaches for managing staff wellbeing in education settings

International classification of diseases* (WHO, 2020):

- “Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:
- feelings of energy depletion or exhaustion;
- increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.”

* Classified as a phenomenon not a disease

Dimensions of burnout



Antecedents and consequences

Job demands
(quantitative)

Role conflict and role
ambiguity

Work typologies

Social support

Control

Ill health

Psychological distress

Depression

Job satisfaction

Stress symptoms

Withdrawal

Intention to Quit

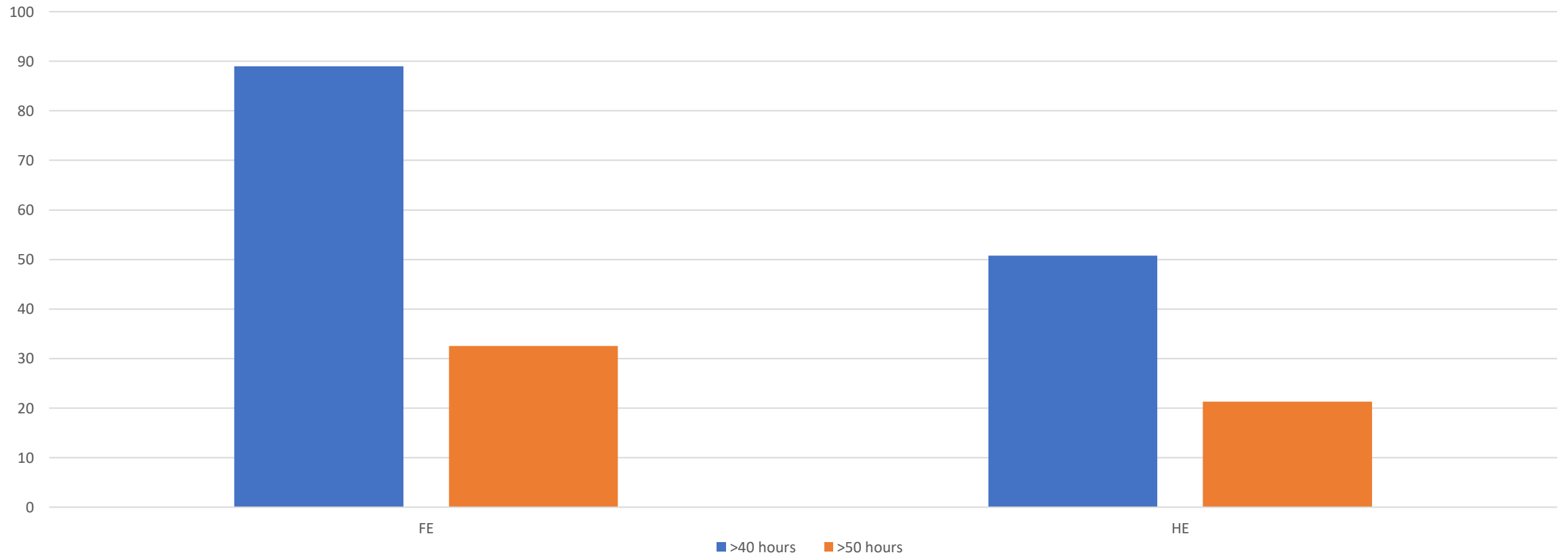


FE and HE staff in the UK

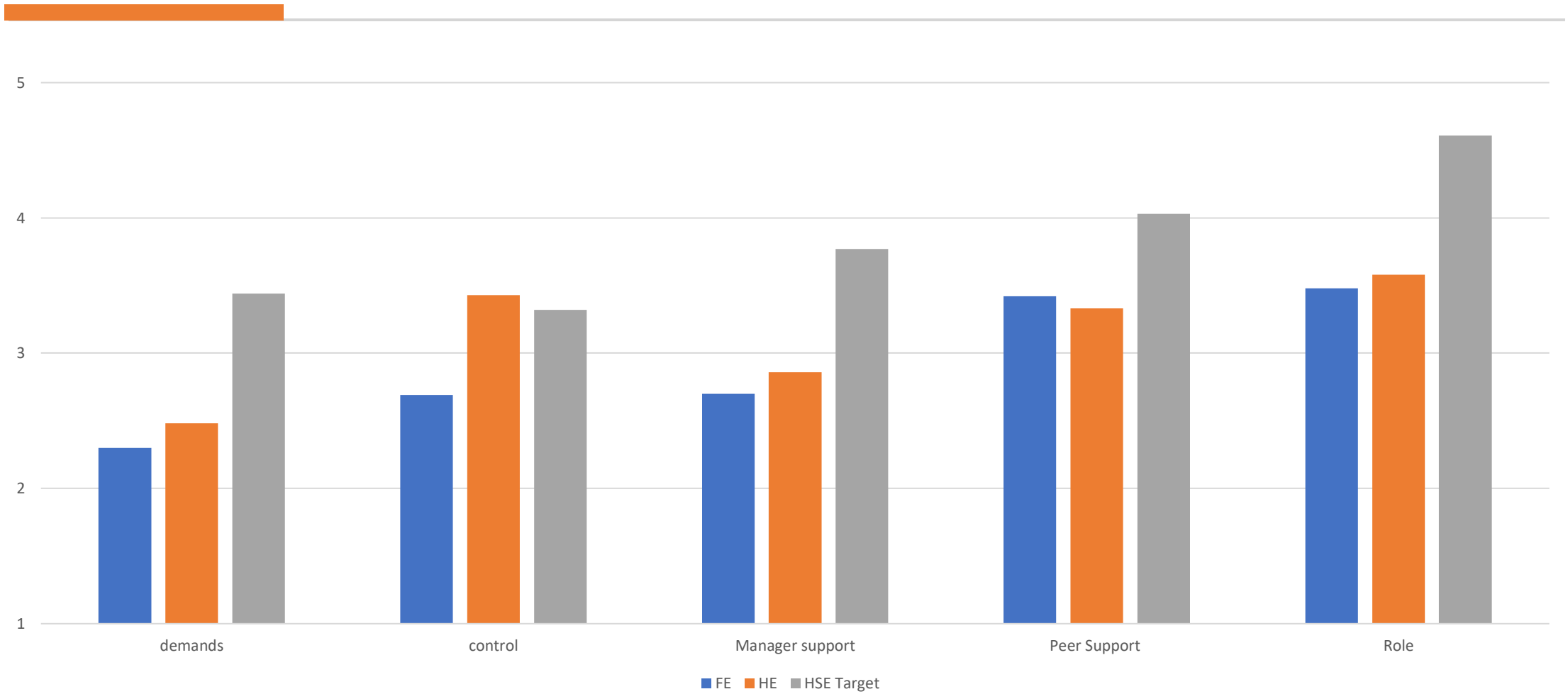
Results from the UCU FE survey
(2014) and the HE Education Support
Partnership survey (2021)



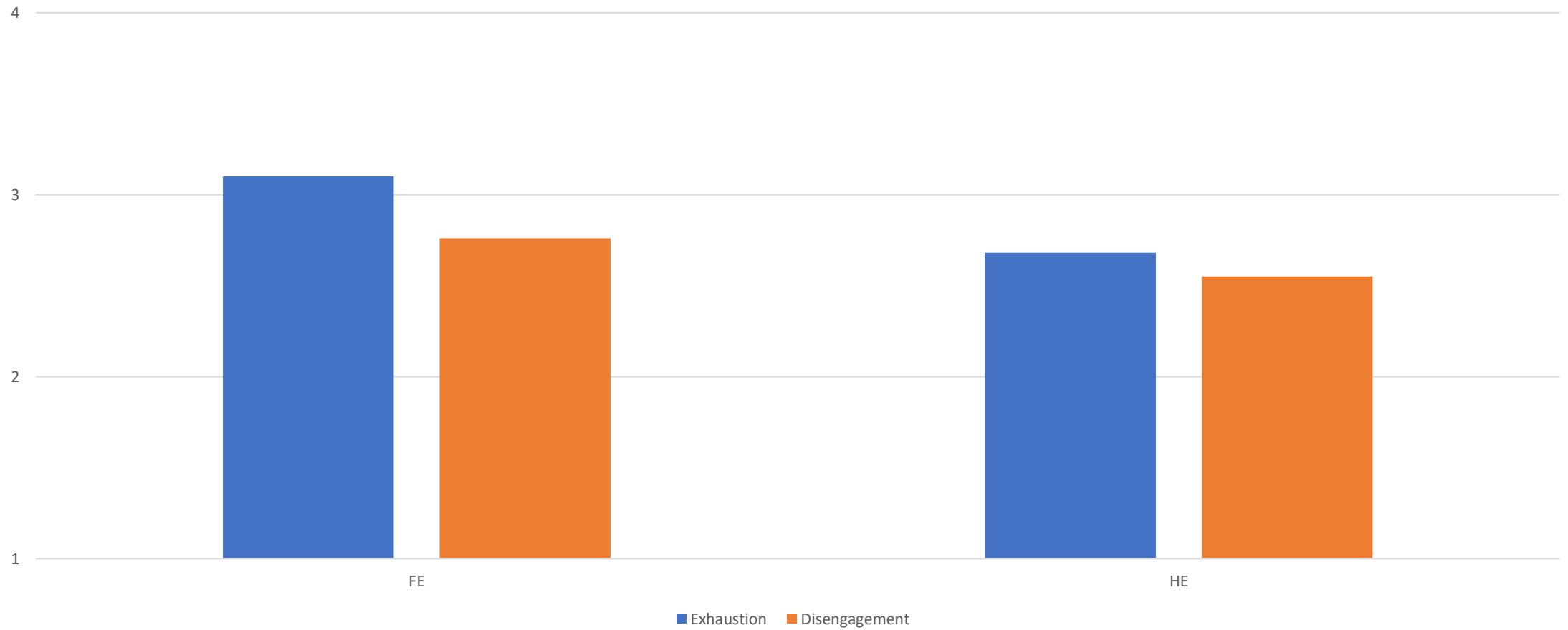
Working Hours



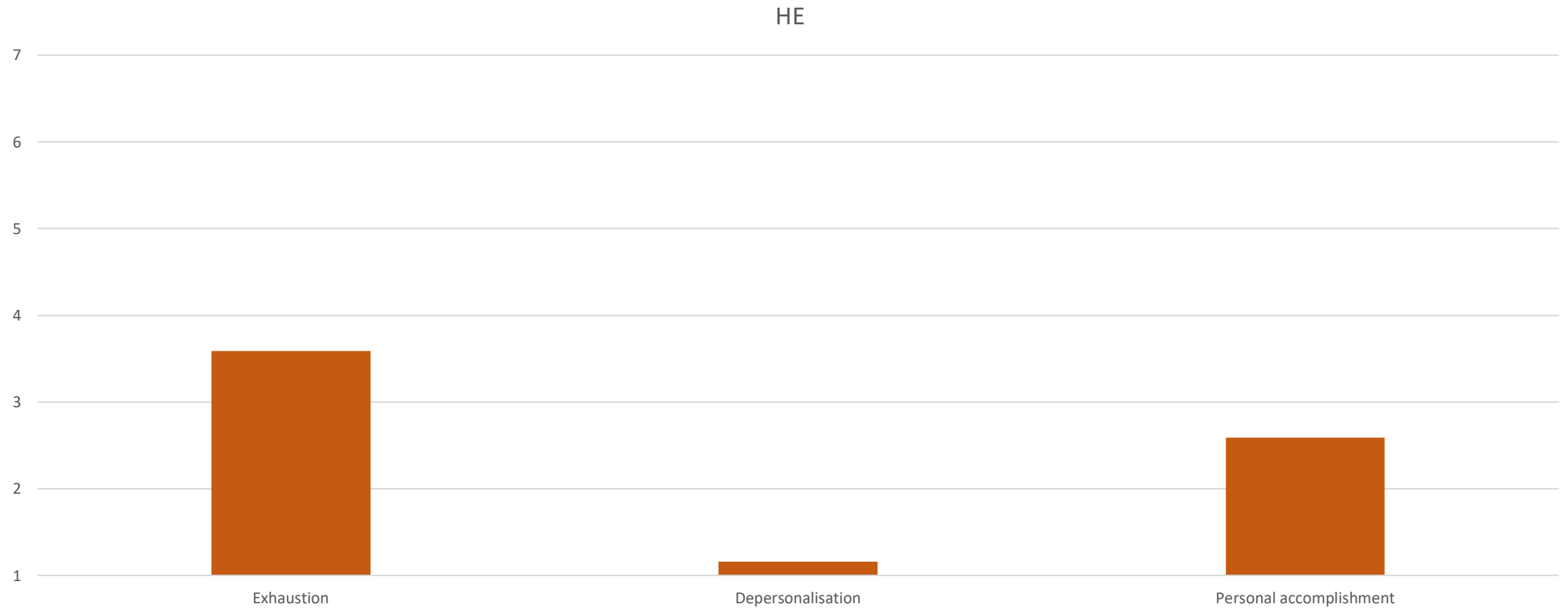
Psychosocial hazards and HSE target average



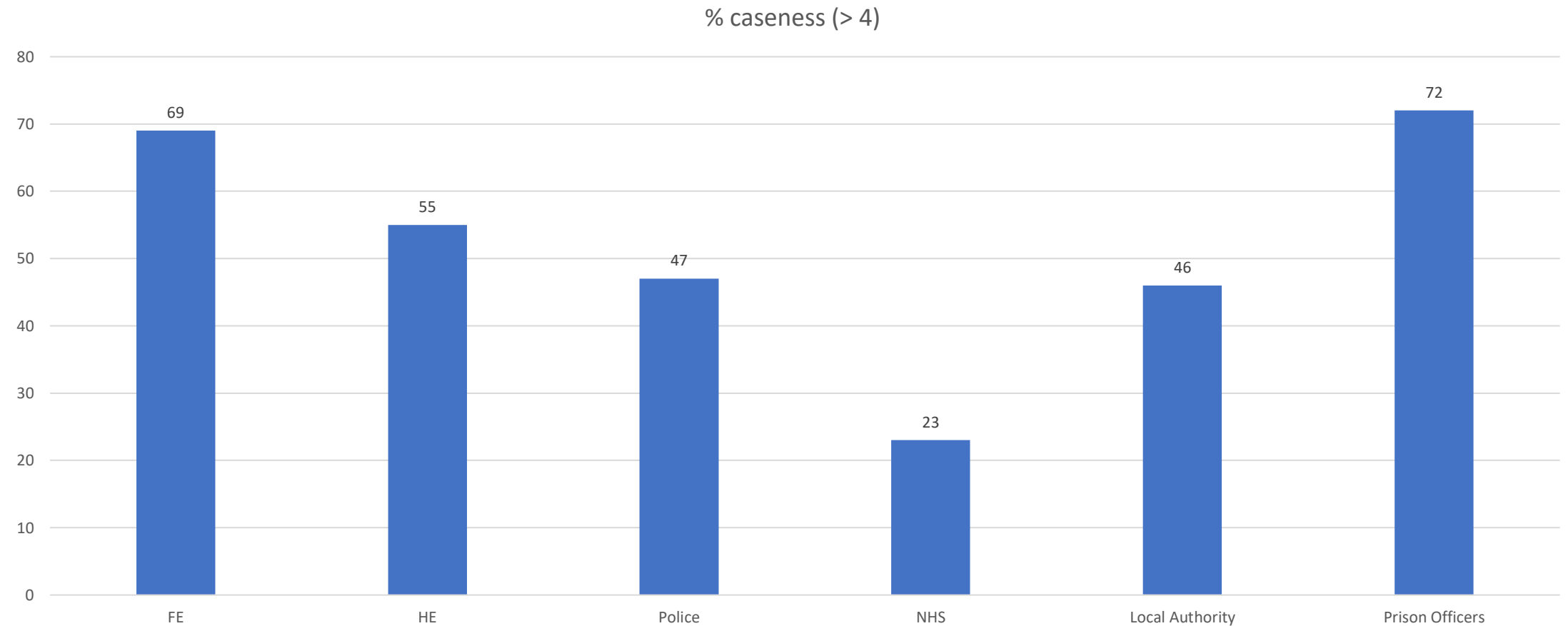
Burnout



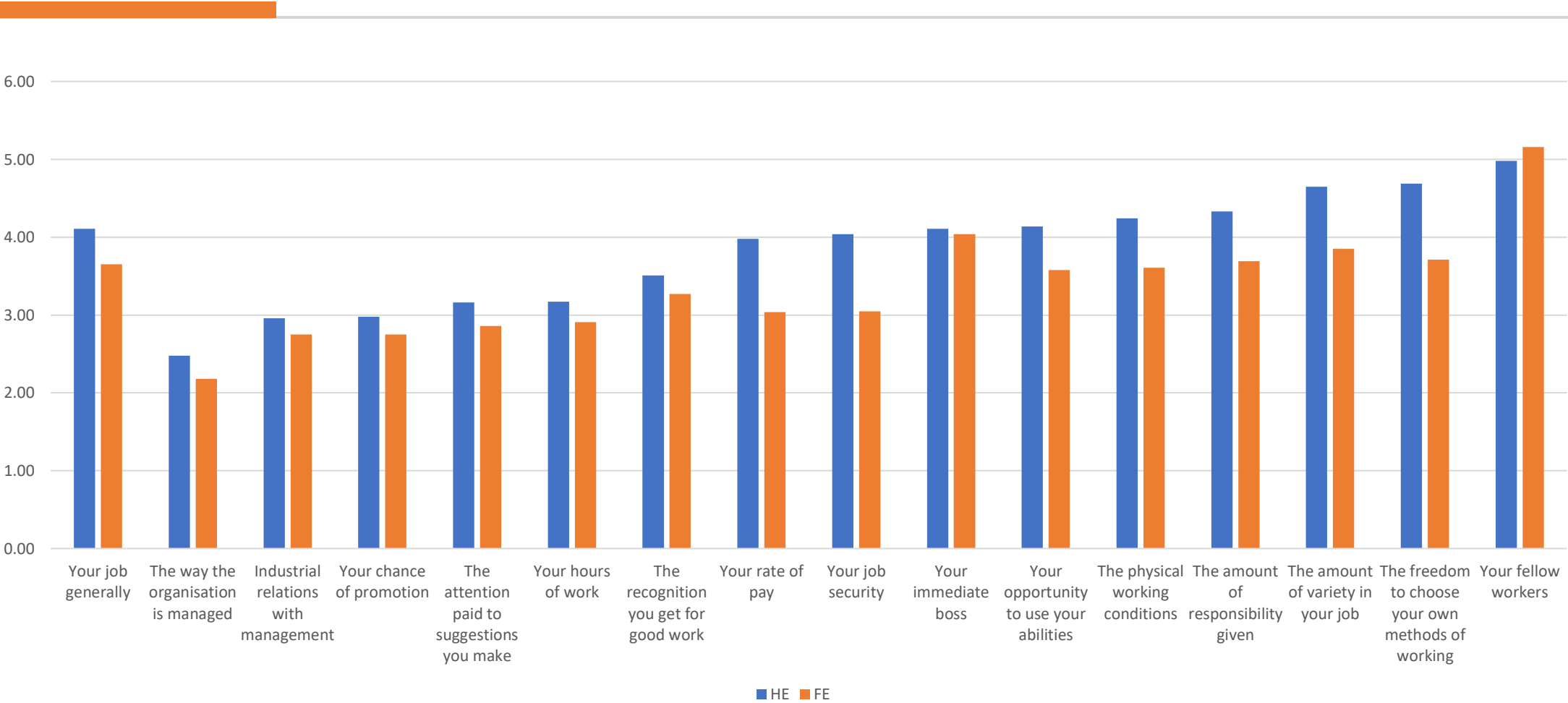
Burnout – HE 2021




Mental Health (GHQ-12)



Job Satisfaction (1 (low) – 7 (high))





Addressing
Employee wellbeing
and burnout in
Further and Higher
Education



Multi-level approach



Policy organisations associated with FE and HE; employers, professional bodies, unions and other stakeholders

Strategic focus on staff wellbeing at senior level. Alignment between wellbeing and wider strategic plans

Operational management support; appropriate services and local control

Multi-level approach



- Sector level audits and follow-up
- National guidelines for workload management
- Sharing of best practice

- Develops culture of communication and destigmatises stress
- Actively addresses workload and overload
- Develops and embeds strategic approaches to worker wellbeing
- Addresses role creep, workload and associated issues

- Managers empowered to address staff wellbeing
- Appropriate support available and accessible
- Staff feedback encouraged and addressed

Resources

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