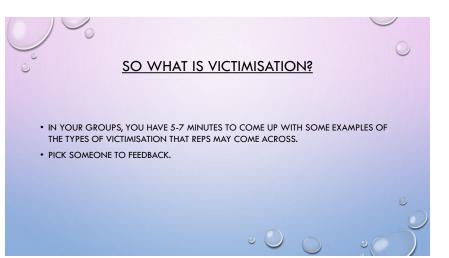


SOME TRADE UNION REPS FACE VICTIMISATION WHEN THEY ARE TRYING TO SUPPORT MEMBERS, AND THEY ALSO SUFFER FROM THEIR OWN WORK RELATED STRESS. HOW DO WE SUPPORT SAFETY REPS? AND WHAT PREVENTATIVE MEASURES CAN BE PUT IN PLACE TO PROTECT REPS FROM BEING HARMED?

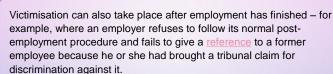




WHAT IS VICTIMISATION?

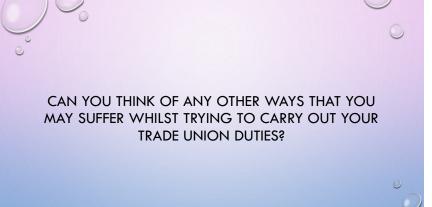
<u>Victimisation</u> is a specific term used in <u>discrimination</u> law to describe action by an employer, against an <u>employee</u>, in retaliation for involvement in bringing, or supporting, a complaint of discrimination.

Examples include refusal to promote an employee because he or she has previously invoked a <u>grievance</u> <u>procedure</u>, or given evidence against the employer at a tribunal.



The deadline for bringing an <u>employment tribunal</u> claim for victimisation is very short – just three months less 1 day, from the date of the act complained of.

The first step before bringing any tribunal claim is to submit an <u>Acas Early</u> <u>Conciliation Form</u>. This step is compulsory. You will not be able to bring your tribunal claim without it.



WHAT PROTECTIONS ARE THERE IN LAW?

THE LAW - SECTION 146 OF THE TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992 (TULR(C)A 92) PROTECTS WORKERS FROM BEING SUBJECTED TO DETRIMENT RELATED TO TRADE UNION MEMBERSHIP OR TAKING PART IN TRADE UNION ACTIVITIES. UNION MEMBERS AND REPRESENTATIVES HAVE SOME PROTECTION AROUND BEING VICTIMISED OR DISMISSED FOR EXERCISING THEIR RIGHT TO TIME OFF FOR TRADE UNION DUTIES AS WELL AS FOR WORK RELATING TO THEIR TRADE UNION ROLE. SECTION 146 OF THE TULR(C)A92 ALSO GIVES WORKERS THE RIGHT "NOT TO SUFFER ANY DETRIMENT" BY AN ACT OF DELIBERATE OMISSION ON THE PART OF THE EMPLOYER – PROVIDED THAT THE PURPOSE OF THE OMISSION IS TO PREVENT OR DETER THEM FROM JOINING OR TAKING PART IN UNION ACTIVITIES. DETRIMENT COULD MEAN A LOT OF DIFFERINT SCENARIOS, BUT COULD INCLUDE OFFERING YOU LESS FAVOURABLE TERMS AND CONDITIONS THAN OTHER EMPLOYEES, REFUSING TO APPOINT YOU ONTO A PERMANENT CONTRACT, LIMITING YOUR PROMOTIONAL CHANCES, AND DENYING YOU TRAINING.

OTHER WAYS THAT REPS CAN BECOME STRESSED.

- FEELING LIKE YOU HAVE TO ANSWER YOUR MOBILE TO MEMBERS AFTER WORK.
- GIVING OUT YOUR PERSONAL E MAIL TO MEMBERS AS YOU FEEL SORRY FOR THEM.
- FEELING LIKE YOU HAVE TO ANSWER E MAILS LATE AT NIGHT.
- TAKING BOTH CALLS AND E MAILS ON YOUR DAYS OFF OR YOUR ANNUAL LEAVE.
- TRYING TO DO YOUR SHOPPING AND MEMBERS APPROACHING YOU FOR ADVICE.
- MEMBERS HOUNDING YOU ON SOCIAL MEDIA.
- PEOPLE IGNORING YOUR VOICEMAILS.
- · MAKING PROMISES YOU CANT KEEP.





BEHAVIOURS

- > IRRITABILITY
- > INDECISION
- LOSS OF SENSE OF HUMOUR
- > FEELINGS OF ANGER AND FRUSTRATION
- > RUSHING FROM ONE THING TO ANOTHER
- > WITHDRAWN, FEELINGS OF VICTIMISATION
- FEELING UNABLE TO COPE
- TEARFULNESS, PANIC ATTACKS
 LACK OF INTEREST IN DOING THINGS OUTSIDE WORK
 - ACK OF INTEREST IN DOING THINGS OUTSIDE W
- CONSTANT TIREDNESS
- > FORGETFULNESS

PHYSICAL

- LOSS OF APPETITE, CRAVING FOR FOOD UNDER PRESSURES
- INDIGESTION, HEARTBURN
- CONSTIPATION, DIARRHOEA
- INSOMNIA, MIGRAINES, TINNITUS
- SWEATING, NERVOUS HABITS
- HEADACHES, CRAMPS, MUSCLE SPASMS
- NAUSEA, BREATHLESSNESS
- FAINTING SPELLS
 - LOSS OF LIBIDO
- ECZEMA
- CANCERS, CARDIO VASCULAR ILLNESSES

*DO YOU HAVE A HEALTH AND SAFETY COMMITTEE SET UP IN YOUR BRANCH? IF NOT

SO WHAT CAN WE DO?

SET ONE UP. (REGULATION 9, SRSC REGS 77)

♦ ASK FOR SICKNESS STATS.

- HAVE YOU GOT A STRESS POLICY? IS IT FIT FOR PURPOSE? IF NOT, CONSULT TO CHANGE IT.
- CONSULT YOUR MEMBERS.

- > CARRY OUT A QUESTIONNAIRE ABOUT STRESS.
- > WHEN YOU DO A WORKPLACE INSPECTION, ASK MEMBERS ABOUT STRESS/MENTAL HEALTH LEVELS OF SICKNESS/BODY MAPPING.
- DOES YOUR WORKPLACE HAVE MENTAL HEALTH FIRST AIDERS?
- > WHEN A ISRA IS BEEN CARRIED OUT, ASK IF THE PERSON DOING IT IS COMPETANT TO DO IT.

