

Theme 2 Seminar Dealing with what harms us

Facilitators asked delegates to discuss the issues they faced in their workplaces and then to consider issues for campaigning on when they returned to work. The issues they identified were vast and including those below.

The following issues were highlighted:

- excessive workloads and shrinking workforces
- the DOO is a union busting campaign
- lack of welfare facilities: drivers being told to use ASDA toilets, ASDA staff finding it difficult to get release from the tills to use the toilet and ASDA drivers being told they cannot use the ASDA toilets.
- increasing use of lone working because of lack of staff along with the increased risks associated with austerity and poverty
- lack of occupational health support/care for mental ill health
- stress due to intensification of work, precarious contracts
- need to educate members on their rights if they have a disability
- stress caused by academisation, privatisation, restructuring, redundancy
- councils using cheap equipment and products which are not fit for purpose
- experience of sick building syndrome
- concern about stewards being burnt out
- aging workforce
- deskilling, up-skilling, cross-skilling causing stress
- lack of progression, micro-management
- having to prepare young people for job insecurity
- continuous contact through PCs, tablets, phones
- lack of life work balance
- lack of tea breaks, lunch breaks, toilet breaks
- absenteeism and presenteeism

There were a number of campaigns and areas of information highlighted including:

1. A joint union/hazards led campaign around toilet breaks and lack of toilet facilities especially for drivers and outside workers with public toilets closing, depots closing, reduced staffing etc. and publicly exposing bad employers
2. Producing a 'day in the life of a h&s rep' video
3. Running workplace education events on Management Stress standards and disability rights in the workplace
4. Circulating a simple leaflet on Health and Safety Reps rights