

WORKSHOP NO 4 **SUPPORTING HEALTH AND SAFETY REPS**

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?

SO WHAT IS VICTIMISATION?

- IN YOUR GROUPS, YOU HAVE 5-7 MINUTES TO COME UP WITH SOME EXAMPLES OF THE TYPES OF VICTIMISATION THAT REPS MAY COME ACROSS.
- PICK SOMEONE TO FEEDBACK.

AIMS AND OBJECTIVES

AIMS

- ❖ TO LOOK AT WHAT TRADE UNION VICTIMISATION IS.
- ❖ EXAMPLES OF WHAT STRESS T/U REPS EXPERIENCE.
- ❖ LOOK AT HOW WE CAN SUPPORT SAFETY REPS.
- ❖ LOOK AT PREVENTATIVE MEASURES THAT CAN STOP REPS BEING HARMED.

OBJECTIVES

- ✓ TO ENSURE THAT REPS HAVE A BETTER UNDERSTANDING OF THE AIMS AND WHAT TO DO GOING FORWARD.

WHAT IS VICTIMISATION?

Victimisation is a specific term used in discrimination law to describe action by an employer, against an employee, 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 grievance procedure, or given evidence against the employer at a tribunal.

Victimisation can also take place after employment has finished – for example, where an employer refuses to follow its normal post-employment procedure and fails to give a [reference](#) to a former employee because he or she had brought a tribunal claim for discrimination against it.

The deadline for bringing an [employment tribunal](#) 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 [Acas Early Conciliation Form](#). This step is compulsory. You will not be able to bring your tribunal claim without it.

CAN YOU THINK OF ANY OTHER WAYS THAT YOU MAY SUFFER WHILST TRYING TO CARRY OUT YOUR TRADE UNION DUTIES?

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

STRESS

- IN OUR GROUPS LOOK AT THE PHYSICAL AND BEHAVIOURAL SYMPTOMS THAT AS A REP WE MIGHT FACE.
- YOU HAVE 5-7 MINS
- PICK SOMEONE TO REPORT BACK

WHAT CAN WE DO TO SUPPORT REPS WITH STRESS? SHOUT OUT ANY IDEAS.



RECOGNISING STRESS- HERE ARE SOME SYMPTOMS **DO YOU RECOGNISE ANY OF THIS IN YOURSELF OR OTHERS?**

> 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
- > 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

SO WHAT CAN WE DO?

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

MANAGEMENT STANDARDS

- 1 **DEMANDS** INCLUDES ISSUES SUCH AS WORKLOAD, WORK PATTERNS AND THE WORK ENVIRONMENT.
- 2 **CONTROL** HOW MUCH SAY DO THE PEOPLE HAVE OVER THE WAY THEY WORK?
- 3 **SUPPORT** INCLUDES ENCOURAGEMENT, SPONSORSHIP AND RESOURCES PROVIDED BY THE ORGANISATION, LINE MANAGEMENT AND COLLEAGUES.
- 4 **RELATIONSHIPS** INCLUDES PROMOTING POSITIVE WORKING TO AVOID CONFLICT AND DEALING WITH UNACCEPTABLE BEHAVIOUR.
- 5 **ROLE** DO PEOPLE UNDERSTAND THEIR ROLE WITHIN THE ORGANISATION AND DOES THE ORGANISATION ENSURE ROLES ARE NOT CONFLICTING?
- 6 **CHANGE** HOW IS ORGANISATIONAL CHANGE (LARGE AND SMALL) MANAGED AND COMMUNICATED?

WHAT DO YOU REMEMBER?

- | | | |
|--|------------------------------|---|
| Q4. | Q5. | Q6. |
| HOW MANY
MANAGEMENT
STANDARDS ARE
THEY? | WHAT DOES ISRA
STAND FOR? | NAME 3 PHYSICAL
TYPES OF STRESS
SYMPTOMS. |

WHAT DO YOU REMEMBER?

- | | | |
|----------------------------------|---|---------------------------------|
| Q1. | Q2. | Q3 |
| NAME 3 TYPES OF
VICTIMISATION | NAME 3 WAYS REPS
CAN BECOME
STRESSED. | GIVE 3 WAYS TO
SUPPORT REPS. |