

UNISON
health and
safety -
we are the future



UNISON national health and safety seminar / Belfast 2019

Aims of this Workshop

To understand the importance of the health and safety rep function in organising and recruiting around young members/ potential members .

To offer the participants ways to reflect on how they carry out recruitment conversations with Potential/ current Young members and advise other members

To allow safety rep participants to plan on steps on improving the recruitment of Young members and Young member activists (Particularly safety reps)

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A Little about me:

A London regional representative on the National Young members Forum

TUC Young members forum

Member of the regional Health and safety committee (ALBEIT a absent one lately)

Branch Secretary and Health and safety Officer for West London mental Health Branch (West London NHS Trust) ULR

Covers over 30 worksites, over 25 activists from up from 4 in October 2017

Roving safety rep agreement, and 'Job title is officially a "Staff Convenor"'



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Evidence

This is some of the evidence I have drawn on for how I approach Organising with Young workers, and making this workshop.

EXPERIENCE as young activist and Health and safety officer.

Your own local area around young workers may be different however so always helpful to read up



Young member issues are safety issues

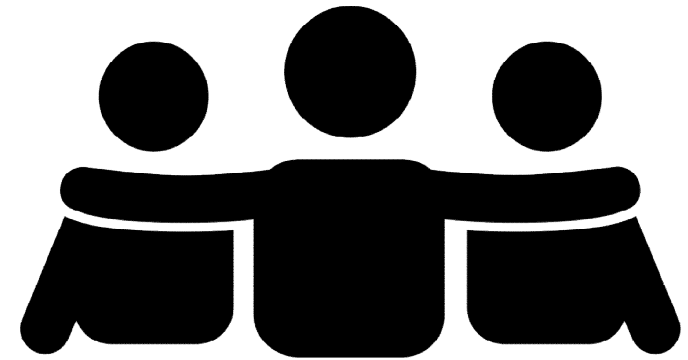
Sexual harassment

Wellbeing at work

Bullying and Harassment

Stress and mental health

Working time/ shifts



GROUP ACTIVITY

Wellbeing

How do people feel about this word as safety reps?

Our “co-opting” of Resilience and wellbeing is a positive and useful one!



Resilience and well-being



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Why should I join?

Does anyone have an experience of trying to recruit Young people to Unison to discuss?

Open vs closed Questions...



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Adjust your approach:

Research suggests cannot beat good 1:1 communication.

Look at advise around new Joiner lists from Organizing space

Digital is important, but not the priority for establishing initial relationships with potential YM

Understanding of what trade unions do is lower for young workers, but in public services overall its better than other industries

ideally via trusted colleagues who are already union members.



WHAT IS A TRADE UNION?



A trade union is a group of working people who have joined together to achieve better pay and working conditions and a safer work environment.

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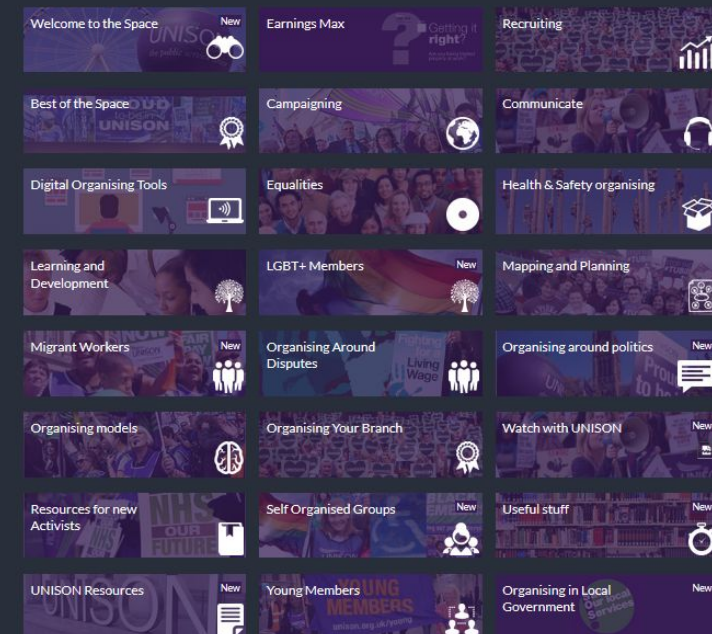
Organising Space

- Young member section
- Health and Safety section
- Recruitment section
- 1200 branches: why duplicate what another branch or activist may of done?
- Share good practice, and forum to chat with other activists

Why do we need the Organising Space?



Resources



GUESSTIMATE Activity!

How many Members in Unison?

How many Branches in Unison?

How many trained YM safety reps recorded on the RMS within Unison?

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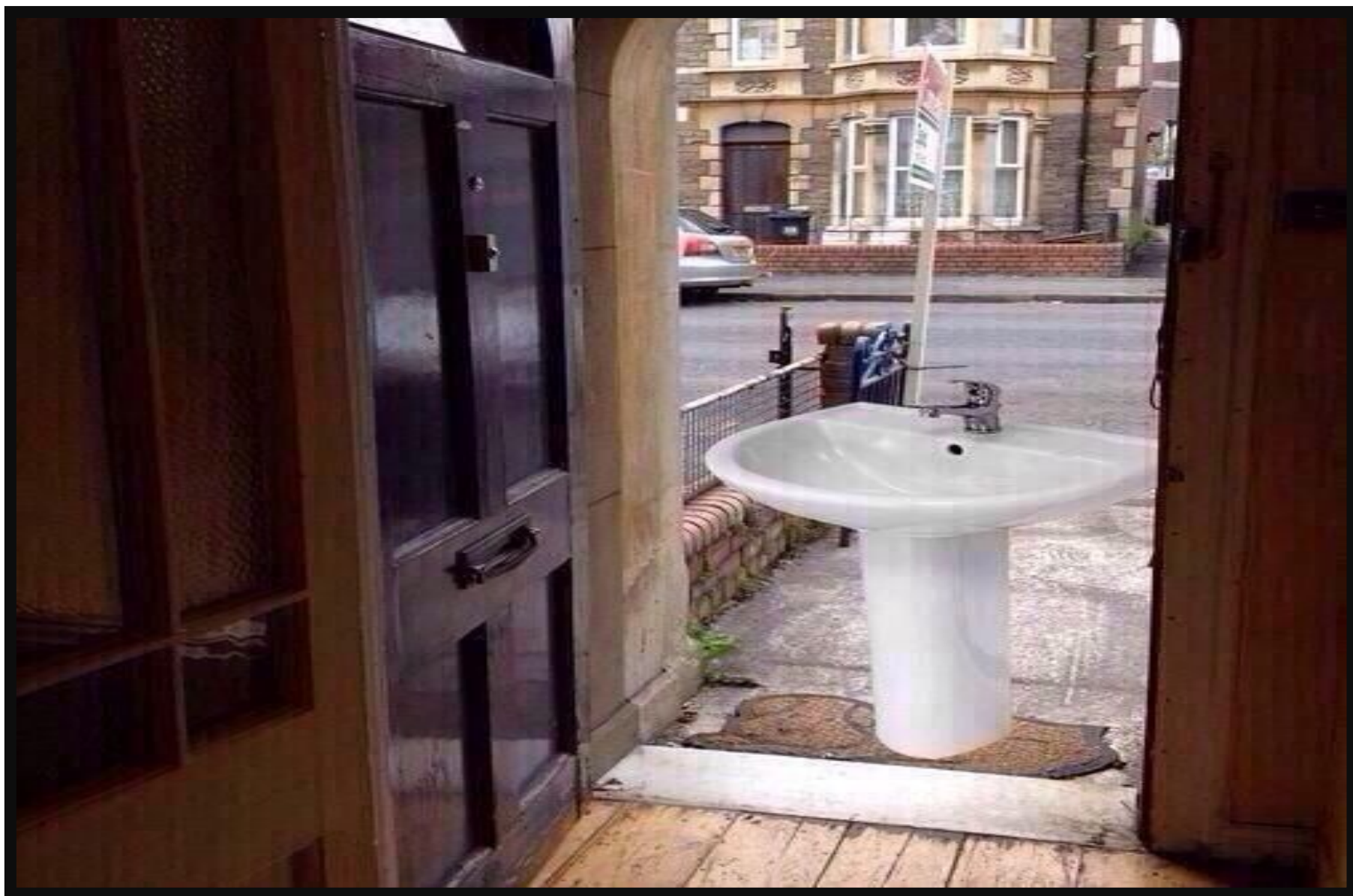


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Young member safety reps pathway

Part of the safety rep role is to also recruit other safety reps- think back to safety in numbers

Good for career development

Covers a work area

Skills building!

Paid time off for safety functions

Build your
skills

Free
Training

UNISON
the public service union

Any Questions?

Please look at the action plan on your desk as well about . It can form part of your report back to branch around your attendance today at the seminar

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