

UNISON
health and
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we are the future



UNISON national health and safety seminar / Belfast 2019

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UNISON
Annual health and
safety seminar
October 2019

Campaigning for Health & Safety.

- (1) What are the important issues for our members.
- (2) Meeting with the members and listing their concerns.
- (3) Survey of issues.
- (4) Workplace inspections.
- (5) Common issues in various locations.
- (6) Back ground information and stats.
- (7) Reason for sick leave and trends.
- (8) Agree priority list of issues with members.

List the issues raised by the members.

- (1) Stress.
- (2) Needle stick issues.
- (3) Lack of staff.
- (4) Slips trips & falls.
- (5) Lack of training.
- (6) Long hours & unsocial working patterns.
- (7) Lack of support.
- (8) Lack of occupational health support.

Stress.

- (1) How many members are reporting stress as the reason for being sick.
- (2) How big is the problem—limited to 1 area or across the full range of areas.
- (3) Is stress the largest single reason for sick leave.
- (4) Has the issue grown over the last few years.
- (5) Are there specific areas where this is a problem (HOT SPOTS).

What is Stress.

Stress is the inability to cope with the demands put on you.

This can be a lack of resources.

The lack of staff.

Ever increasing demands.

Lack of support.

Lack of leadership.

Working excessive hours to meet demand.

Impact of Stress.

- (1) Increase in sickness levels.
- (2) Physical signs include, exhaustion, inability to concentrate, not able to sleep, low energy, headaches, aches & pains, upset stomach including diarrhea constipation and nausea, Chest pain and rapid heartbeat. Frequent colds and infections.
- (3) Mental signs of stress include, irritable, aggressive impatient, wound up, overburdened, anxious, nervous or afraid, depressed, loss of sense of humour, a sense of dread, neglected or lonely.
- (4) Long term effects, depression, heart conditions, cancer, employment put at risk.

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Stress survey.

- (1) Survey members on the causes of stress in their area.
- (2) Obtain stats on, sickness levels, long term & short term.
- (3) Obtain stats on staff recruitment and retention.
- (4) Exit interviews with staff.
- (5) Dialog with management on the difficulties for both staff & management in delivering a service.
- (6) Is demand out stripping supply.
- (7) Is the budget correct or is the service under funded.
- (8) Is it poor management or lack of leadership.



Open discussion.

- (1) HSENI.
- (2) Risk management team.
- (3) Trust management.
- (4) Occupational health.
- (5) Workforce planning team.
- (6) Staff.



Action plan.

- (1) Stress work shops with staff.
- (2) Stress self assessment forms.
- (3) Stress risk assessments.
- (4) List recommendations listed in the 3 above.
- (5) Implement recommendations :
 - Increase staffing levels
 - Adjust shifts
 - Support for staff ---stress counselling service.
 - Improved monitoring systems.



Action plan continued.

Improved training for staff.

Retraining of managers.

Regular staff meetings.

Management & Union review of service every 3 months.

Regular contact & input from HSENI.

Escalate the issue to the Trust H&S committee.

Record on risk register.

Raise issue with the Trust Board and executive team.



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Update staff on developments.

Update meeting with staff to inform of developments.

Agree regular meeting with members to assess developments.

Agree and arrange any other support necessary.

Seek nomination of local steward and health & safety rep.

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Workshops.

Pick a topic.

- (1) Slips trips & falls.
- (2) Sharps incidents.
- (3) Violence & aggression.
- (4) Manual handling.

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Question & discussion.

Thank you for your input and assistance enjoy the remainder of the conference and your trip to Belfast.