

# NETWORK

The bimonthly magazine for *Usdaw* activists – November/December 2017

HARASSMENT IN THE WORKPLACE

BLACK MEMBERS' WEEKEND

YOUNG WORKERS IN FOCUS



## RESPECT AT WORK

Award  
Winner  
2017

Best TUC  
Communication  
For Reps

••• RECRUITMENT ••• HEALTH AND SAFETY ••• NEWS •••

Facebook YouTube Twitter Flickr Instagram



# Comment

General secretary John Hannett

It has been an extraordinary year. After a hard-fought general election, we have a Labour Party that exceeded all expectations and a minority Conservative government propped up by the DUP.

Brexit negotiations are dominated by Tory infighting and are being led by a Prime Minister who has been severely weakened during one of the most critical periods Britain is facing since the war. Our economic prosperity and the lives of millions of people will be affected by the outcome of the Brexit negotiations. Despite a binding motion ordering the Government to publish the 58 reports on the impact of Brexit on various sectors, they have yet to do so. In addition, the Electoral Commission is investigating claims that Russia used social media to influence the Brexit referendum. For trade unionists the priority, as always, is protecting jobs first, whatever the outcome.

The union is currently running two major surveys. The first, is a survey of working hours. We want to get a detailed understanding of our members contracted hours, compared with how many hours they actually work. This will help inform our campaign around insecure work. The second survey is about sexual harassment and is particularly relevant in light of the recent allegations in the media. Both issues are covered in *Network* and I would encourage everyone to participate in the survey(s).

For many of you the run up to Christmas is a challenging time in the workplace. There will be an expectation to work longer hours. We will continue to lobby and negotiate with employers to try and get the best deal for you. This includes the longest break possible, an early finish on Christmas Eve and for bank holidays to be voluntary.

I know it's been a tough year for many members. You have worked hard to support your colleagues through some difficult times in the workplace. I want to take the opportunity to place on record my appreciation and thanks for all your efforts.

I wish you and your families a very happy Christmas and New Year.



*John Hannett*



11



12

20

**Usdaw**  
Union of Shop, Distributive and Allied Workers

**Network is published bimonthly and distributed to Usdaw activists.**

**Published by:**  
USDW  
**188 Wilmslow Road, Manchester M14 6LJ**  
T: 0161 224 2804  
E: network@usdaw.org.uk  
W: www.usdaw.org.uk

**HEAD OF MEDIA & COMMUNICATIONS**  
**Mike Glover**

**EDITOR**  
**Saiqa Khushnood**

**REPORTER**  
**Sarah Sherborne**

**EDITORIAL ASSISTANT**  
**Paula Barke**

**OTHER CONTRIBUTORS**  
Jo Bird, Debra Blow, Tony Dale, Doug Russell and Dave Williams.

**PHOTOGRAPHERS**  
Della Batchelor, Lee Boswell, David Brown, Mike Frisbee, Warren King, Amy Law, Bill Stephenson, Studio 87, SWNS

**ADVERTISING**  
Century One Publishing  
Alban Row, 27-31 Verulam Road, St Albans, AL3 4DG

T: 01727 893 894  
F: 01727 893 895  
E: enquiries@centuryonepublishing.uk  
W: www.centuryonepublishing.uk

**ADVERTISING MANAGER**  
Jonathan Knight  
T: 01727 739 182  
E: jonathan@centuryonepublishing.uk

**PRINTED BY**  
**Buxton Press**

For circulation enquiries contact your divisional office.

**Paper is sourced from sustainable forests.**

© Usdaw 2017  
Reproduction in whole or part by any means without written permission of the publisher is strictly forbidden.

The publisher accepts no responsibility for errors, omissions or the consequences thereof.



24

## 04 LATEST NEWS

A breakdown of the latest Budget, shoplifting figures on the rise, beware pension scammers and have your say on working hours.

## 09 ACADEMY1

The union's specialist training programme for reps celebrates its biggest year yet and *Network* talks to this year's graduates about their experience.

## 11 ACTIVIST-IN-DEPTH

Southern division's Neill Chisman, a warehouse operative at Tesco distribution, talks about life as a rep and the positives of teamwork.

## 12 YOUNG WORKERS' WEEKEND

Workshops and interactive quizzes on Brexit and workers' rights formed part of the agenda at the union's annual young workers' weekend in Warrington.

## 14 SEXUAL HARASSMENT

With allegations of sexual harassment making front page news, *Network* looks at what action can be done to stop it happening in the workplace.

## 16 RESPECT WEEK PICTURES

Reps were out in force during Respect Week reminding everyone to keep their cool this Christmas and treat all shopworkers and frontline staff with respect.

## 18 ROAD TRANSPORT CONFERENCE

Members and reps in the industry gathered for their annual conference where insecure work, agency workers and excessive hours were high on the agenda.

## 20 BLACK MEMBERS' WEEKEND

Now in its 24th year, this popular get-together held workshops on role models, racism at work, religion and the trade union act.

## 24 RECRUITMENT & ORGANISING

Reps hit Newcastle high street to take part in Young Workers' Week and a closer look at organising in Ikea Cardiff and Morrisons Manufacturing Deeside.

## 10 MEMBER SERVICES

## 22 STAFF

## 28 HEALTH & SAFETY

## 30 YOUR PICTURES

*Regulars*

LET'S GET SOCIAL

@UsdawUnion If you're talking about *Network* remember #NetworkMag



**You Tube**

/UsdawUnion Watch interviews with reps, officials and MPs

@UsdawUnion All the latest photos and videos on Instagram



**flickr**

UsdawUnion Browse the union's photo galleries.

Follow UsdawUnion on Facebook



### Corrections & Clarifications

In the September/October issue we incorrectly spelt two of our reps' names as Paul Dean and Beth Jamieson. The correct spellings are Paul Deane and Bev Jamieson.

In the September/October issue a photo on page six was incorrectly captioned as Sainsbury's Sherburn in Elmet. It was actually Sainsbury's Forestside in Belfast.



## IN BRIEF...

### Profit fall for Sainsbury's

Sainsbury's has reported a 9 per cent fall in half-year profits, while like-for-like sales (excluding fuel) went up by 1.6 per cent. Profits came in at £251m. The company said the fall was due to price cutting, wage cost inflation and the consolidation of Argos. Last year Sainsbury's took over Argos and Habitat in a £1.4bn deal.

### Tesco still top of the big four

Tesco continued to outperform its four big rivals and recorded a 2.2 per cent rise in grocery sales. Morrisons was the second-best-performing big four grocer, with sales up 2 per cent, followed by Asda, up 1.4 per cent.

### Mobile orders help Shop Direct sales

Shop Direct has posted record sales of £1.93bn as like-for-like sales were boosted by the growing number of mobile shoppers. The online retailer reported that smartphone sales now make up 53 per cent of its online sales.

### Amazon to sell Ikea products online

Ikea is trialling selling their goods on Amazon, as it becomes the latest retailer to grapple with its customers increasingly moving online. The company is also testing a variety of new store formats, such as city centre pick up points and smaller inner-city shops.

## HAVE YOUR SAY ON WORKING HOURS

**Usdaw wants to hear from members about their experiences of working hours. We are running a survey which has been sent out to all members, and we have received an overwhelming response. So far 6,500 members have taken part in the survey.**

We know that many of our members work on short-hours or flexible contracts, with their hours varying from one week to the next. We want to get a more detailed understanding of our members contracted hours of work, compared with how many hours they actually work.

We are campaigning for more secure contracts, with decent hours guaranteed and flexibility working in the favour of the



employee. The feedback from the survey will inform this work.

If you haven't yet responded, it's not too late. The survey can be found on our website and should only take you a few minutes to complete.

We want to make sure that we hear from the widest possible range of members about this important issue so

please share the survey with your colleagues too. You might find that it acts as a useful talking point to raise the union's profile in your workplace, and to identify issues where members need support. Non-members can also complete the survey. Responses will be treated anonymously and no individuals will be identified.

[www.usdaw.org.uk/workinghourssurvey](http://www.usdaw.org.uk/workinghourssurvey)

## Membership Week: 22-28 January 2018

**Union officials and activists will be pulling out all the stops to give the union a massive membership boost during January's Membership Week. Vital to the success of Membership Week is our dedicated team of reps who play a pivotal role.**

We will only be successful if we work as a team to strengthen our membership and reach out to those potential

members at unorganised sites.

It promises to be an exciting week with plenty of determination to make a real difference in workplaces across the UK.

We need to identify the thousands of new members who are within our grasp and explain to them how Usdaw can improve their working lives.

Speak to your manager now about time off to organise a

stall in the canteen, or make arrangements to talk to new starters/non-members. Devise a rota for your team of reps so everyone spends some time focused on Membership Week.

If we all start planning for the week now we can deliver a massive boost at the start of 2018 to our membership across all Usdaw sectors.

[www.usdaw.org.uk/membershipweek](http://www.usdaw.org.uk/membershipweek)

## Former general secretary publishes memoirs

**Garfield Davies, ex-general secretary of Usdaw, has recently published his memoirs.**

Overalls to Ermine - The Life and Times of Garfield Davies of Coity CBE follows Garfield's journey from a boy who left school with no qualifications to his rise in the trade union movement. It charts his time as the general secretary of Usdaw, a position which he held for more than a decade.

Garfield was Usdaw's general secretary during the mid-eighties which was one of the most tumultuous and difficult times experienced by the trade union movement; a time when the Conservatives were ruthlessly attacking trade unions and employment rights.

The memoirs capture his passionate fight for workers' rights, social justice and his support of the anti-apartheid movement in South Africa. The

memoirs also give a compelling, behind-the-scenes, insight into meetings with prime ministers, presidents and royalty.

Signed copies can be ordered from Amazon.





# BUDGET CHANGES TO UNIVERSAL CREDIT

**General secretary John Hannett expressed deep disappointment with the Budget, as the Chancellor missed an opportunity to fix the problems with universal credit that cause unnecessary hardship for many working families.**

Usdaw wanted three fundamental changes to universal credit that would help to get the troubled project back on track, so it supports working families and doesn't penalise them:

**1.** Increase the 'work allowance' and reduce the 'clawback' to provide a genuine incentive to

enter employment and progress in work.

**2.** Lower the six-week waiting time to counter unnecessary hardship.

**3.** Address the systemic problem for claimants on weekly and four-weekly pay.

John Hannett said: "The Chancellor had the opportunity to restore the initial intentions of universal credit, to simplify benefits and make sure people are better off in work. He could have reversed the severe cost cutting that will leave millions of working families thousands of pounds worse-off. Instead he ignored the huge penalties on

claimants working extra hours, because 63 per cent of their additional earnings are clawed back. This is a particular issue for many Usdaw members who will be working additional hours over the Christmas period. He also ignored the problems weekly and four-weekly paid workers have with universal credit.

"The Chancellor's reduction in waiting time to receive the first payment is welcome, but claimants will still have to wait too long causing an unnecessary hardship on low and middle-income families.

"The budget has done

nothing to restore the original purpose of universal credit. The work allowance remains low and the clawback of net earnings remains high. These are significant disincentives to progression through work."



## SNAPSHOT OF THE BUDGET

### Growth

- Growth forecast for 2017 downgraded from 2 per cent to 1.5 per cent.
- Productivity growth and business investment also revised down.

### Brexit

- £3bn set aside for Brexit preparations.

### Business

- Rises in business rates to be pegged to CPI measure of inflation, not RPI, a cut of £2.3bn.

### Income tax thresholds

- Basic rate rises to £11,850 from April.
- 40 per cent threshold increases to £46,350.

### Tax avoidance

- Measures to save £4.8bn by 2022/23.

### Housing

- £44bn for capital funding to help build 300,000 homes annually by 2020.
- 100 per cent council tax premium on empty properties.

### Living wage

- Up to £7.83 from £7.50.

### Universal credit

- £1.5bn to remove seven-day waiting period.
- Claimants to get one month's payment within five days of applying.

### Rent

- £125m of funding to help 140,000 people.

### Stamp duty

- Abolished for first-time buyers on homes up to £300,000, and on the first £300,000 of properties up to £500,000.

### Health and social care

- £2.8bn in extra funding for the NHS in England.
- £350m immediately to address pressures this winter, £1.6bn for 2018/19 and the remainder in 2019/20.
- £10bn capital investment fund for hospitals.

### Education

- £40m for maths teachers; £600 premium for maths students in A levels.

### Northern powerhouse

- £1.7bn transforming cities fund.

### Scotland, Wales and Northern Ireland

- £650m extra for NI.
- £2bn extra for Scotland.
- £1.2bn extra for Wales.

### Alcohol, tobacco, gambling and fuel

- Tobacco will rise by 2 per cent above Retail Price Index (RPI) inflation while the minimum excise duty on cigarettes introduced in March will also rise, as will duty on hand-rolled tobacco.
- Duty on beer, wine, spirits and most ciders will be frozen.

### New railcard

- 4.5 million people aged 26-30 to get a third off rail fares.



**win** fitbit   with *Usdaw* **Health & Dental Plans**

[www.usdaw.org.uk/win](http://www.usdaw.org.uk/win)

Sponsored by Usdaw Health & Dental Plans. Closing Date 8 January 2018. Terms apply. [www.usdaw.org.uk/healthplan](http://www.usdaw.org.uk/healthplan)



## IN BRIEF...

### Tesco and Booker merger update

The Competition Markets Authority has provisionally given the £3.7bn Tesco and Booker merger the go-ahead. The watchdog said existing competition was sufficiently strong to ensure the deal would not result in higher prices or poor service for shoppers. The final decision is due in December.

### Non-food retail sales on decline

Figures from the British Retail Consortium and KMPG show that sales of non-food items grew at the slowest pace (0.2 per cent) since records began in 2011. The BRC said this would give retailers 'cause for concern' in the run up to Christmas.

# Mental health awareness

## The Thriving at Work report commissioned by the Government found that about 300,000 people with long-term mental health problems lose their job.

This costs the UK economy around £99bn per year, of which £42bn is borne by employers. The report also found that the number of people forced to stop work as a result of mental health problems was 50 per cent higher than those with physical health conditions.

The report identified a number of reasons for this including a combination of a lack of support and understanding within some workplaces, delays in accessing mental health services and the difficulty of identifying someone with a mental health problem.

The findings were confirmed by the Business in the Community (BiTC) charity which examined the results from a YouGov survey of over 3,000 people. It found 15 per cent of employees face dismissal,

disciplinary action or demotion after disclosing a mental health issue at work.

Usdaw has been taking a proactive approach to this issue for a number of years. We are embarking on running significant campaign activity around mental health awareness. Our campaign aims to remove the stigma around mental health, signpost people to relevant services for advice and normalise conversations with managers around the issue.



## HOME DELIVERY ACROSS THE UK ON ALL VEHICLES



59 REG FIAT 500  
1.2 POP 3DR  
WHITE 31K

NOW ONLY  
**£4450**

63 REG MINI 1.6 ONE  
D 3DR WHITE 66K



NOW ONLY **£6038**

14 REG TOYOTA YARIS 1.5 VVT-i  
HYBRID NAV 5DR BLACK 45K



NOW ONLY **£8999**

62 REG VAUXHALL ZAFIRA  
1.6i EXCLUSIV 5DR RED 40K



NOW ONLY **£6147**



Part Exchange  
Welcome



Full History  
Check



Flexible Finance  
Available



Nationwide  
Delivery

UP TO 4,000 USED CARS PRICE CHECKED DAILY,  
COMPREHENSIVELY CHECKED & FULLY GUARANTEED

HASSLE FREE, RISK FREE CAR PURCHASING FOR USDAW MEMBERS AND THEIR FAMILIES

**Usdawdrive**

CALL 0333 130 0290  
[USDAWDRIVE.CO.UK](http://USDAWDRIVE.CO.UK)

Finance subject to status. Terms and conditions apply. Applicants must be 18 or over. Guarantee/indemnity may be required. We can introduce you to a limited number of carefully selected finance providers. We may receive a commission from them for the introduction.

## Beware pension scammers

### Usdaw has received a number of enquiries from members who have been contacted by pension scammers.

Members have told us they were contacted out of the blue and usually via a text message or cold call.

The fraudsters will sound plausible and have a professional looking website. They might even tell you that they are part of a government initiative. For a guaranteed

return and instant access to your money they will encourage you to transfer your pension pot over to them. But the reality is that you will lose some, if not all, of your pension savings.

If you have been contacted by these scammers and are concerned about your pension please contact Usdaw's Pension Section on 0161 224 2804.

You can also check online on the Financial Conduct Authority scam checker at:

[www.fca.org.uk/scamsmart](http://www.fca.org.uk/scamsmart)

**BEWARE PENSION SCAMS**  
HAVE YOU BEEN ENCOURAGED TO TRANSFER YOUR PENSION POT?  
The **HOOK** and the **HUSTLE**

**The HOOK**

Contact is usually out of the blue, a text or cold call, sometimes via websites.

**THIS IS THE HOOK**

Transfer your pension pot to us:

- Guaranteed returns of 8% on your savings.
- Immediate access to cash.
- We can offer non repayable loans.
- Why wait \$5, access to your pension pot now.

Usdaw says: "It sounds too good to be true, it often is!"

If you are approached by an adviser to transfer your pension pot and you have any doubts, contact the Usdaw Pension Section on 0161 224 2804. Update Pension Services Ltd 224 2804. Do email your enquiry to [usdaw@usdaw.org.uk](mailto:usdaw@usdaw.org.uk).

**The HUSTLE**

Scammers will suggest the pot of a Government initiative, or that it is time for your annual review.

They will claim that their offer is a once in a lifetime opportunity, or that they've found a loophole.

They will put you under pressure to sign up quickly, often sending a notepad to your paperwork.

They will have a very professional looking website because the scammers are good at what they do.

**THIS IS THE HUSTLE**

**The Reality**

**THIS IS THE REALITY**

Pension scams are serious. If you fall victim, it's likely that you could lose some, but more than likely, all of your pension savings.

The scammers don't tell you that they will take excessive commission costs or fees for dealing with your interests. Sometimes it's one third of your pension pot.

If you receive cash from your pension before you are 55 you are likely to be hit by significant tax charges. HMRC will charge you usually more than half of the value of your pension pot.

Last year it was reported that pension scams amounted to a loss of at least £13 million – the real cost is substantially higher because pension scammers can lie.

# Shoplifting on the increase

**General secretary John Hannett questioned whether police cuts are having an effect on crime after the Office for National Statistics reported an 11 per cent increase in shoplifting.**

Since 2010 there are 20,000 fewer police, shoplifting is rising, but fewer shop thieves are going to court. Theft from shops can often be a trigger for violence, threats and abuse against shopworkers. In addition, the Metropolitan Police are scaling back on investigations into theft from shops as they try to save £400m.

John Hannett said: "We have long been concerned that theft from shops is not taken seriously and sometimes regarded as



a victimless crime against large companies. However, our research shows that retail workers end up being on the receiving end of violence, threats and abuse from shop thieves.

"Our Freedom From Fear campaign seeks to prevent violence, threats and abuse

against retail staff by working with employers and the police. The campaign also lobbies MPs to make violence against shopworkers an offence.

The Freedom From Fear campaign, like all our campaigns, is supported by the union's Political Fund.

## New GS elected unopposed

**Paddy Lillis, current deputy general secretary, has been elected unopposed to succeed John Hannett as the general secretary of Usdaw.**

General secretary John Hannett said: "I am delighted that Paddy has been elected to succeed me next year. I am proud of the work we have done together. I know Paddy will continue to grow the union and make Usdaw stronger, so that we can continue to improve workers' lives and deliver for our members. I'm confident that Paddy will do an excellent job as the new general secretary."

General secretary elect Paddy Lillis said: "It is an honour and a privilege to be elected to this post.

"I look forward to building on the great work done by John Hannett and working with him to ensure a smooth transition.

"There will be a lot of challenges coming up for Usdaw and the trade union



movement as a whole. However, I am confident Usdaw is in the best possible place to meet these challenges head-on."

## Mental health

**Over the last few months reps have actively been promoting and supporting the mental health agenda across workplaces up and down the country.**

Events included raising awareness through mental health campaign days, seminars being delivered in divisions, guest speakers talking about their experiences and volunteers from Mind outlining the services they offer. Reps have also used the events to link in with World Mental Health Day and International Stress Awareness Day.

The concerted efforts of everyone has led to workplaces, where events took place, being more open to talking about mental health, inspiring managers to organise additional training and giving reps and members a broader understanding of mental health issues.

## IN BRIEF...

### Fall in retail jobs result of BHS

According to the Office for National Statistics the number of retail jobs declined by 62,000 in the second quarter of 2017, the biggest decline in any other industry. However, the drop in retail employees was blamed partly on the collapse of BHS, which sparked 11,000 job losses.

### Next shares fall after sales dip

Clothing and home chain Next has seen a 13.2 per cent growth in online sales as in-store sales fell by 7.7 per cent amid what it called 'extremely volatile' trade in the third quarter. Next shares fell by more than 7 per cent after the announcement.

### Action days in Aldi, Lidl and M&S

In December Usdaw is carrying out a number of action days in Aldi, Lidl and Marks and Spencer. Reps will be campaigning outside these companies with the aim to ensure that workers and the general public are aware of the need for independent trade union recognition. To get involved contact your local Usdaw office.

### Interest rate hike first in ten years

The Bank of England increased interest rates for the first time in a decade. The interest rate was increased from 0.25 per cent to 0.5 per cent in order to curb high inflation squeezing UK households. This will be good news for savers but it does mean higher monthly bills for those on variable or base tracker mortgages.



# SALE OF OPTICIANS IN SIGHT

## The Competition and Marketing Authority has approved the sale of Tesco Opticians to Vision Express.

The purchase gives rise to a TUPE transfer of staff from Tesco Opticians to Vision Express on the 4 December 2017.

### What is TUPE?

TUPE stands for Transfer of Undertaking (Protection of Employment) Regulations 2006.

### What do the regulations do?

The regulations protect employment rights and prevent the new employer reducing the terms and conditions of employees transferring over.

### When does it apply?

TUPE applies by 'operation of law' and NOT when the parties decide or want it to. Generally, it is more likely to apply when there are significant similarities in the activities carried out before and after the transfer.



### What consultation and collective rights exist under TUPE?

The employer must consult with the 'appropriate representatives' of any employees affected by the transfer. There is no specified minimum period. However, Usdaw has been in consultation with Tesco and Vision Express to agree the terms of the transfer.

### What contractual terms transfer from the old to the new employer?

The individual's contract of employment (and all rights in it) will transfer to the new employer.

This includes:

- Rates of pay and premiums and commission.

- Holiday entitlement.
- Continuous service.
- Protection against being dismissed purely as a result of the transfer.

Anything above and beyond this will have to be negotiated between the parties.

### Is my pension scheme protected?

Occupational pension schemes are not protected by TUPE and do not transfer across. However, if the old employer provided an occupational pension scheme, the new one must offer a pension scheme although it does not have to be on the same terms and conditions as the one the old employer provided.

### Do I have to transfer to the new employer?

No. However, this does mean you would have to resign before the transfer takes place.

### Why have I not been offered redundancy?

Your job has not been made redundant. It still exists albeit, for a different employer.

### I have been TUPE'd.

#### Does this mean that my employment terms cannot be changed?

No. Contractual terms are only protected if the changes made are because of the transfer. However, the more time that passes from the date of the transfer, the less likely it is that changes made to the contract will be as a result of the transfer.

For specific details of the TUPE transfer of Tesco Opticians to Vision Express please visit:

[www.usdaw.org.uk/reps](http://www.usdaw.org.uk/reps)

## IN BRIEF...

### Inflation hurting households

The think tank Resolution Foundation warned that inflation would cause a £300 squeeze on household finances causing inequality on a scale not seen since the days of Margaret Thatcher.

Cuts to welfare benefits, including a four-year squeeze, cuts to universal credit work allowances and limiting support to the first two children in a family have all contributed. The greatest losses will be felt by working families.

## Tax dodging tactics of rich hit the papers

### Tax evasion by the super-rich was exposed by a data leak of 13.4 million files called the Paradise Papers.

Some of the world's biggest multinationals, including Apple, Nike and Facebook as well as some of the wealthiest people in the world from the Queen to Bono feature in the leaks. The files set out the lengths companies and individuals go to, to avoid paying tax.



Appleby, the firm at the heart of this, denies any wrongdoing. These companies and individuals may not have technically broken the law but what they have done is to use an army of accountants, with an encyclopaedic knowledge of tax and the law, to find loopholes to avoid paying tax on an industrial scale.

Most workers are on PAYE, and cannot exploit loopholes to avoid paying tax and the vast majority of businesses cannot afford to do this either.

By putting their money in tax havens these companies and individuals have deprived public services such as schools, hospitals, housing and the police of billions of pounds of

much needed investment.

Millions of people have endured crippling austerity and feel the deficit in public services. Meanwhile, the rich have been hoarding their wealth away in tax havens and are thriving at the expense of the state.

In response to calls for greater transparency and a crackdown on tax avoidance the Prime Minister Theresa May has refused to commit to an inquiry on tax avoidance or to introducing a public register of who owns offshore companies and trusts in British tax havens.

In a society where benefit claimants are sanctioned for the most minor of infractions the behaviour of the super-rich goes unchallenged.



# Organising challenge accepted

**Sixty-four reps graduated from Usdaw's Academy1 training programme in November at a special celebration dinner in Manchester.**

This year saw the union's biggest intake of reps in Academy1's 15-year history and a record-breaking 16,650 members were recruited by the group.

## What is Academy1

Ushaw's Academy1 is a specialist six-month training programme that equips active reps to recruit and organise across all sectors and all companies in their division. The programme has been running for fifteen years and has trained hundreds of reps, many of whom have gone on to work for the union as area organisers.

The Academy runs from May to November with the recruitment process starting in early January each year.

It is open to reps who have shown a firm commitment to the work of the union and have demonstrated they are capable of, or have the potential of, recruiting and organising beyond their own workplace.

Reps who are selected for Academy1 work for the union for six months, on secondment from their employer, and are mentored by an Usdaw official. They also receive four weeks of classroom-based training to supplement their on-the-job role.

## Academy graduates

Tesco rep **Roger Bourne** from the Southern division completed this year's Academy1 programme.

"The Academy is a journey of self-discovery," said Roger, 52, who has been a rep for four years. "You develop new relationships and you are forced out of your comfort zone. You quickly learn how to think on your feet and manage your own workload.

"The highlights for me were running my own campaigns from start to finish and watching new reps that I had recruited progressing and developing a good union presence in their workplaces.

"If you're passionate about the union and looking to build your confidence then the Academy is the perfect opportunity for you.

"Now I've reached the end

I feel elated about what I've achieved and I'm really proud of myself. I'd like to think I've left a small legacy behind in the workplaces I've visited."

**Christine Sherratt**, who works at Tesco in Warrington, has been a rep for over seven years and believes it is never too late to learn. "The Academy has changed my life," said Christine, 59. "It's increased my confidence beyond recognition and now things like holding group inductions don't phase me at all.

"As students, you are well supported and the tutors are so generous with their time and knowledge. That makes a big difference.

"Thanks to the Academy I've also started to drive again, something which I hadn't done for five years. I was a nervous driver but the Academy gave me

a much needed confidence boost to get back in the car and now it's like second nature to me.

"The Academy has shown me what I am capable of and that age isn't a barrier. I would definitely encourage older reps to give it a go."

Ushaw general secretary elect **Paddy Lillis**, who heads the Academy programme, said: "I want to offer my congratulations and thanks to all the reps who have completed the Academy this year.

"The Academy is challenging as it is rewarding. I have seen first-hand the way it can transform the lives of the reps who take part. It's the only training programme of its kind in the trade union movement and provides an excellent opportunity for reps wanting to play a bigger role in the union."



Christine Sherratt



Roger Bourne



Paddy Lillis

Academy1 2017



To find out more about the Academy visit: [www.usdaw.org.uk/academy](http://www.usdaw.org.uk/academy) The deadline for applications is 26 January 2018.

# Usdaw member offers

Find out more  
[www.usdaw.org.uk/offers](http://www.usdaw.org.uk/offers)\*

\*See Terms and Conditions for individual offers on the website.



## SHOPPING

Apple  
 Crown Decorating Centres  
 Domestic Appliances  
 Flowers  
 Magazine Subscriptions  
 Usdaw Prepaid Cashback Card  
 Usdaw Rewards Cashback



## LEISURE & ENTERTAINMENT

Cinema Tickets  
 Frankie & Benny's  
 Golf Membership  
 Magazine Subscriptions  
 National Trust Gift Cards  
 Online Ticket Store  
 Theme Parks and Attractions  
 Virgin Experience Days



## INSURANCE

Accident Protection Cover  
 Car Insurance  
 Female Cancer Cover  
 Home Insurance  
 Life Insurance  
 Pet Insurance  
 Travel Insurance  
 50+ Personal Accident Cover  
 Free £5,000 Accidental  
 Death Cover



## MONEY & FINANCE

Debt Advice  
 Financial Advice  
 Pensions Annuity Service  
 SureSave Savings Plan  
 The Co-operative Credit Union



## HEALTH & BEAUTY

Gym Membership  
 Spa Gift Cards and Vouchers  
 Usdaw Health Plan  
 Usdaw Dental Plan  
 Vision Express



## CARS & TRANSPORT

Car Hire  
 Commuter Club  
 Usdawdrive  
 Vauxhall Cars  
 Vehicle Servicing



## HOLIDAYS

Airport Parking/Lounges/Hotels  
 Cottage Breaks  
 Forest Holidays  
 Hotels and Short Breaks  
 Mini-holidays  
 Parkdean Resorts  
 Pontins



## MISCELLANEOUS

Funeral Planning  
 Gas and Electric  
 NUS Extra  
 Voice Mobile

Over 25,000  
 Usdaw members checked  
 out the **Theme Park**  
 offers\*

Usdaw members saved  
 Over  
**£6,000**  
 with  
**Holiday Extras\***

Usdaw members  
 have made over  
**5,000**  
 cinema bookings\*



**SPECIAL OFFERS**



**SPECIAL OFFERS**

\*between January and August 2017

# In the SPOTLIGHT



**Network puts Academy1 graduate Neill Chisman, a warehouse operative from the Southern division, in the spotlight...**

## Why did you become active?

I wanted to become more involved and play my part in representing my colleagues so I became a rep. We're really lucky in Southampton, we've got a great team of nine active reps on site. We all cover different shifts and departments. I used to be a night rep but now I'm one of four day reps. We're a very close team and we're great at bouncing ideas off each other.

## Do you enjoy being a rep?

I really love being a rep. It's great to have the opportunity to be there to help my colleagues.

My favourite part of the role is when you right a wrong, when you help someone out of a difficult situation and you know you've made a positive difference to their life.

## Are there any downsides to being a rep?

Sometimes you can get very involved in the role or in a particular case and it takes over your life. You can be doing research and working at home, because you want to do a good job, and occasionally that can impact upon your family and home life.

## Has being a rep changed you as a person?

I have always been reasonably politically aware, but being a rep has educated me even more so. For example, I now know the impact that Parliament, and the laws they pass, have on the workplace and my colleagues.

## Have you been on any union training courses?

I've done all the reps training and I regularly go to conference and federation weekends. I did Summer School1 last year and that was brilliant, I loved it. It broadens your horizons and lets you see what's going on outside of your own company. I think it's a good training course that all reps should go on.

## What are the issues facing your members at present?

In distribution we've got a two-tier wage structure, old contracts and new contracts. At the moment we're working really hard to get a better deal on the new contracts and achieve parity.

## Is it easy to recruit new members at your workplace?

We've got 97 per cent membership so we're doing really well. It's because we've got a good, active, team of reps, and the work that we do is visible across the site.

## What are your most useful tools as a rep?

All the training is excellent, and really enjoyable, but I would say networking is the best tool. I've met, and stayed in touch with reps from lots of different union events and courses, building up a good network. So we can share ideas and information and let each other know what works and what doesn't.

## Any tips for fellow reps?

Don't be afraid to ask questions. Learn from other people's experiences and use the knowledge and expertise of your area organisers. The worst thing that you can do is not do your research and pretend you know it all. It's always better to ask.

## Best moment as a rep so far?

It looks like we might get a union learning centre at our depot so that's brilliant. I'm really excited about the future for our members back in Southampton.

## What's next for you?

This year I completed the union's Academy1 training programme which I really enjoyed. I hope to go on and complete Academy2 next year.

If you want to be the next *activist in-depth* email: [network@usdaw.org.uk](mailto:network@usdaw.org.uk)

## Fact File & trivia

EMPLOYER... Tesco

Job... Warehouse operative

LIVES... Southampton

AGE... 46

JOINED USDAW IN... 2000

BEEN AN ACTIVIST SINCE... 2013

FAVOURITE TV...

The Walking Dead



LAST FILM I SAW...

Guardians of the Galaxy 2

MY FAVOURITE MUSIC...

Morrissey and The Smiths

MY FAVOURITE BOOK...

I love anything by Stephen King

MY FAVOURITE FOOD...

Indian

IN MY SPARE TIME... I like to spend time with my wife and young children

# Young reps get active

**Nineteen Usdaw activists aged under-27 gathered in Warrington in early November to take part in the union's annual National Young Workers' Weekend.**

The event, now in its 23rd year, is an opportunity for young reps to learn more about the union, discuss the issues facing young workers and make new friends. Topics on the agenda this year included the Equality Act, hidden disabilities and Brexit.

## Supporting members

General secretary elect Paddy Lillis was the guest speaker at the weekend and used the opportunity to encourage reps to take a more active role within their divisional committees. "Young workers are a vital part of the workforce but are often undervalued, underpaid and discriminated against because of their age. Our divisional young workers' committees focus on raising the profile of the union among young workers and campaigning to ensure they are treated equally at work."

With the deadline for Academy 2018 applications approaching, Paddy also talked of how Usdaw's flagship training programme has developed the union and reps. "The Academy was set up in 2003 and has been responsible for the development of over 1,400 lay reps and the recruitment of around 200,000 new members. Active reps who want to develop their involvement, expand their expertise and improve their organisational and communication skills should seriously think about applying for next year's programme."



## Equality Act and mental health

Ahead of Usdaw's annual young workers' week, which centred around mental health and social media, Usdaw training officer Warren Scott spoke about the Equality Act 2010 and focused on supporting members who are living with hidden disabilities.

"Under the Equality Act the definition of a disabled person is someone with a physical or mental impairment which has a substantial, adverse or long-term effect on their ability to carry out their everyday activities," said Warren. "One in five workers meet this definition and as a union we need to ensure that those workers are getting the support they need. "If an employee is covered under the Equality Act then the employer has a duty to make reasonable adjustments to

assist them in their working life such as adapting their working hours, considering alternative posts and allowing time off for rehabilitation or treatment.

"We are now seeing a big increase in mental health problems in younger people, some problems are thought to be as a result of bullying on social media. It's important that we understand more about the impact of social media on young people and their mental health so that we can be in the best position to support these members."

Usdaw is running a survey to find out more about social media and mental health. Please take five minutes to tell us about your experiences.

**[www.usdaw.org.uk/YWMentalHealthSurvey](http://www.usdaw.org.uk/YWMentalHealthSurvey)**



## Protecting workers' rights

Workers should not pay the price of Brexit, senior research assistant Chris Morris told the group during a workshop to discuss the impact that leaving the EU could have on workers' rights.

"The relationship that the UK has enjoyed with the EU over the past 40 years has brought about significant benefits for Usdaw members such as increased trade, job opportunities and employment rights. Usdaw is deeply concerned that workers will end up paying the costs of a distant relationship between the UK and the EU.

"Our main priority as a trade union is to ensure the best outcome for our members following the vote to leave.

"We want to see workers' rights protected during the Brexit negotiations and ensure they are not diluted as they are transferred from EU to UK law. Trade unions and employers' associations should have the opportunity to play an active role in negotiations."

The reps took part in interactive quizzes and tasks during the workshop to learn more about workers' rights and trade agreements.



NATIONAL YOUNG WORKERS' WEEKEND 2017

**Activists Christina Distefano, Alexandra Serdean and Ryan Marrion all attended the young workers' weekend for the first time.**

Shopworker **Christina** works at Tesco in Sheffield. She is a health and safety rep and has taken an active role on the divisional and national young workers' committees.

"I found out about this weekend at a national committee meeting," said Christina, 24. "I decided to come to gain knowledge, interact with other young reps and discuss the issues facing young workers."

"The most interesting parts of the weekend for me were the sessions on mental health and Brexit."

"Young people are often discriminated against at work because of their age. It's really important for them to be in a union so they know their rights and have access to support if they need it."

"My advice to young reps would be to enjoy the role and gain as much experience you can."

DHL warehouse worker **Alexandra** is from Wellingborough. She joined Usdaw last year and became a rep in January. She is also a member of her divisional young workers' committee.

"I became a rep because I wanted to be able to stand up to injustice," said Alexandra, 24. "I also wanted to learn more about my

rights at work and improve my confidence.

"I found out about the weekend from my area organiser and I felt it would be a good opportunity to become more involved with the union."

"It was a great learning experience. I particularly enjoyed the games and interactive quizzes surrounding the Brexit discussion."

"The weekend was also a good opportunity to make many new friends."

"I think all young reps would benefit from attending, I would thoroughly recommend it."

**Ryan** works at Asda in Northern Ireland and became a rep last year. "I think it's important for young people to join the union for insurance and protection at work," said Ryan, 19. "Without the support of a union they may be scared to speak out if they're being treated unfairly."

"I also believe that the union needs young

people just as much as they need the union as younger members are the future of Usdaw. It's important to keep in touch with the younger generation, so events like this are refreshing as it shows the union is making a real effort."

"As a rep I take a personal interest in the rights and issues surrounding young workers so I wanted to attend the weekend. The session on legislation surrounding physical and mental disabilities was eye-opening and I particularly enjoyed the discussion with Paddy Lillis. Having someone there, in a position of authority, answering questions relating to issues reps face on a local level was reassuring. It felt we all had a voice and our opinions mattered."

"I was quite nervous about not knowing anyone when I arrived but by the end of the weekend I'd made lots of new friends. I thoroughly enjoyed it and hope to be back again next year."



CHRISTINA DISTEFANO



ALEXANDRA SERDEAN



RYAN MARRION

# Time to speak up

Over the last few months allegations of sexual harassment in the film, TV, modelling and other industries across the world have made front page news. Millions of women used Twitter, Facebook and Instagram to disclose the harassment they have faced. Celebrities from Angelina Jolie to Olympic gymnast McKayla Maroney have also spoken out. The crisis in Hollywood has drawn attention to a largely ignored worldwide problem that sexual harassment is prevalent in most industries and sectors.

Sexual harassment is overwhelmingly a problem experienced by women. However, harassment can be directed by women to men. Young men and gay men can be particularly vulnerable. Often the target of the harassment will be someone who has little power and will find it hard to challenge the behaviour without fear of losing their job.

Research conducted by the TUC last year found:

- 52 per cent of women experienced sexual harassment at work.
- 20 per cent of women have experienced unwanted verbal sexual advances.
- 12 per cent of women have experienced unwanted sexual touching or attempts to kiss them at work.
- In 88 per cent of cases the perpetrator was male.
- 17 per cent of women said that the perpetrator was their line manager or someone with direct authority over them.
- 79 per cent of women who had experienced sexual harassment at work did not report it to their employer.

## What is sexual harassment?

In the UK, the definition of sexual harassment was clarified by the 2010 Equality Act. Sexual harassment is behaviour which is imposed on another person and is of a sexual nature. The Act describes harassment as: 'unwanted conduct related to a woman's sex, or that of another person, that has the purpose or effect of violating her dignity, or of creating an intimidating, hostile, degrading, humiliating or offensive environment for her'.

It can take many forms including: physical contact of any sort; suggestive remarks or so called 'jokes'; sexual propositions; unwanted comments on dress or appearance; verbal abuse of a sexual nature; leering; and displaying pornographic pictures or pin-ups.

## Sexual harassment survey

Usdaw is carrying out this survey to find out more about whether sexual harassment is an issue for Usdaw members and non-members. We are doing this so that we can better support members who have experienced it.

Your response will be confidential and you do NOT have to provide your personal details.

[www.usdaw.org.uk/SHsurvey](http://www.usdaw.org.uk/SHsurvey)

### ***Why don't women report it?***

Many women never report harassment because there is a tolerance of sexual harassment in our society. Women who have experienced sexual harassment often find their experiences are minimised by colleagues. They are told 'it's just a joke' or that 'it doesn't mean anything because he does it to everyone'. This reaction by colleagues, family and friends normalises this behaviour.

This kind of messaging is so entrenched in our society that the word sexual assault is rarely used. Instead, words like 'groping', 'fondling', 'inappropriate touching' are used, which further minimise the experience. Due to this, girls are unlikely to report incidents that happen in workplaces, nightclubs or schools because they don't see what happened as a sexual assault.

According to the TUC report about one in five women do report it. Out of these, 80 per cent said nothing changed and 16 per cent said that the situation worsened. Few women will want to risk their careers and financial security by reporting sexual harassment when they have no confidence that any action will be taken.

### ***What can employers do?***

Employers have a duty to ensure that employees are aware that such behaviour is not acceptable. Employers are responsible for their own actions and those of their employees, so if an incident of sexual harassment does occur, it is up to the employer to take steps to deal with the incident and prevent any reoccurrence.

### ***What can you do?***

If you are being sexually harassed, there are a number of things you can do:

- Confide in a union rep, family or friends.
- If you feel able to you might want to tell the harasser that their behaviour is unwelcome and ask them to stop. You can do this in writing if you do not wish to talk to them. Keep a note of what happened and a copy of any letter that you send them. This can be important evidence.
- If you don't feel able to approach and speak to the person harassing you, your rep can do this on your behalf.
- If they do not stop, keep a diary of what happens, noting incidents, witnesses, dates and times.
- Contact your rep to raise a formal grievance.

### ***Taking action as a union member***

Everyone can take action to help stop sexual harassment happening in the workplace.

Usdaw's Rule Book makes clear, action will be taken by the union against any member who sexually harasses another person during the course of union business or activity.

- Make sure your own behaviour does not cause offence or misunderstanding.
- Take a stand against sexist language, behaviour and pornography.
- Support workmates who are experiencing sexual harassment.
- Run workshops and get-togethers for union members and reps to raise awareness of this issue.
- Encourage your colleagues to complete Usdaw's sexual harassment survey.



**Respect for Shopworkers Week was launched against the backdrop of our annual survey**

The interim results revealed a big jump in incidents of violence, threats and abuse against shopworkers. Around 265 retail staff are violently attacked every day and one in five shopworkers, who had been assaulted, didn't report the incident to their employer.

Usdaw activists ran hundreds

of events across the UK to raise awareness of this issue.

Usdaw general secretary John Hannett said: "I want to congratulate our reps and activists for all the work they've done to make Respect for Shopworkers Week the best yet. The clear message from our members is that the Government needs to do more by properly funding the police and legislating for stiffer sentences for those who assault shopworkers.

"We will continue to work with employers, the police and our members to make shops safer."



**PICTURES**

- |                          |                             |
|--------------------------|-----------------------------|
| 1. Morrisons, Warrington | 6. Poundland Rotherham      |
| 2. Buxton Town Centre    | 7. Tesco Leith              |
| 3. Co-op Blairgowrie     | 8. Tesco Corby              |
| 4. Tesco Middlesborough  | 9. Ikea Tottenham           |
| 5. Sainsbury's Merton    | 10. Welsh Assembly, Cardiff |





# Reps in the driving seat

**Delegates from the road transport sector gathered in Warrington for one of Usdaw's most important conferences.**

This year the focus was on organising, insecure work and short hour contracts and the apprenticeship levy. Reps talked about issues that mattered to them including agency workers, excessive hours, delivery schedules and late finishes.

## Organising

General secretary elect Paddy Lillis gave an overview of the kind of pressure the trade union movement was under.

"Retailers like Aldi and Lidl are increasing their market share but refusing to recognise trade unions. Keeping the pressure on these companies does pay off as Usdaw has recently secured agreements in similar companies like B&M and Ocado.

"With the introduction of the Trade Union Act the Tories have placed additional burdens on trade unions that makes them subject to more scrutiny than any other civil society group. The Act will also bring in changes to the political fund which will see new members having to opt-in rather than opt-out. This fund gives Usdaw members a strong, collective voice on issues affecting them, both inside and outside the workplace. In the past we have used funds to campaign for a National Minimum Wage, health and safety legislation, parents and carers rights, Sunday trading and equality.

"This is a politically motivated attack by the Tories on the ability of our members to have their voices heard."

## Insecure work

Deputy head of Usdaw's research and economics department Tony Dale said: "The issue of insecure work and short hour contracts covers a much broader group of people than just those working in the gig economy.

"In recent years, market conditions and financial pressures on employers have pushed employment practices to their limits. This has led to 1.4 million people on zero-hour contracts, 2.5 million workers who are underemployed and 1 million who work part-time because they can't get more hours. This has made the whole workforce more vulnerable.

"In the road transport industry, the issues are around excessive hours, unrealistic delivery times, late finishes and agency workers. There are now 1 million agency workers, which is a 30 per cent growth since 2011. Although agency workers are needed to cover short-term gaps and seasonal fluctuations this growth represents an underlying problem; the problem of employers trying to cut their wage bills by paying reduced terms and conditions and transferring the HR function to a third party. Everyone loses out. The agency workers are exploited and the permanent workforce feel their terms and conditions are under pressure.

"The Taylor Review was published in July and concluded that the gig economy represented one-sided flexibility. The recommendations weren't as far reaching as many of us hoped but there were two that were notable: closing the biggest loophole in the agency workers regulations, the Swedish derogation and having a higher national minimum wage for non-guaranteed additional hours.

"Campaigning, lobbying and negotiating on these issues remains a key priority for Usdaw."

## Apprenticeship levy

Lifelong Learning project co-ordinator Ann Murphy gave a presentation on the apprenticeship levy.

"The levy was introduced in April 2017 as part of a government initiative to get 3 million apprentices by 2020," said Ann. "The levy charges employers with an annual wage bill of £3m, 0.5 per cent on the company's total wage bill and employers have two years to spend this fund."

Ann encouraged the reps to promote this in their stores and sites and to get involved in shaping and supporting the programme. "There are a range of apprenticeships for drivers and warehouse operatives, others provide a route into management. The levy is great way for new and existing staff to take the opportunity to get mandatory 20 per cent off the job learning and come out with a qualification."



MAIN PICTURE: GENERAL SECRETARY ELECT PADDY LILLIS (CENTRE) JOINS DELEGATES AT CONFERENCE

OPPOSITE PAGE (CLOCKWISE FROM TOP LEFT): DARREN PARKER, MANYY EVANS, DAVID LANDALL, TONY PENN, MARK IRVINE AND JOHN HANNETT

## Political attack

General secretary John Hannett spoke about the challenges that lie ahead for the road transport industry from Brexit to working excessive hours.

Despite the tough trading conditions, he reassured delegates that many of the companies they worked for were beginning to turn a profit. "The trade union movement is under a politically motivated attack and it isn't the first time. When closed shop came to an end we lost a third of our membership. To survive we knew we had to innovate. That's why we are constantly looking at ways to improve our structures, from investing in our reps through training, development and our unique Academy programmes to harnessing technology to communicate more efficiently with our membership. Only by having strength in numbers can we ensure that our voices will be heard and taken seriously by employers and government."



DARREN PARKER



MANNY EVANS



DAVID LANDALL



JOHN HANNETT



MARK IRVINE



TONY PENN

**Network** caught up with some of the reps who were attending...

### Darren Parker

Darren works for Hermes and has been a driver for over 24 years. "I became a rep because at the time no-one else wanted to do it and here I am eighteen years later!" said Darren, 49.

"Although I've been a rep for years this is the first-time I have attended the road transport conference. It's been a very informative conference and has given me an overview of some of the issues affecting the trade union movement. It's good to talk to other reps about the challenges in our sector. Sometimes it can be difficult being a rep as you feel like you're stuck in the middle between your members and the company. The advice I would give other reps is that they should do as much learning as they can. And always talk to other reps as they have a wealth of knowledge and experience."

### Manny Evans

Manny Evans is a Tesco dotcom driver and has been working for the company for two and a half years.

"I'm a relatively new rep. I have only been doing this for a year and will be completing my shop stewards training course next week," said Manny, 31. I find the training courses really interesting and wouldn't be able to pick my favourite as I like them all. I became a rep because drivers have their own particular issues and that's why it's important we have

reps who are drivers. The best thing about being a rep is being able to help out my colleagues. Being a rep can be challenging so it's not for everyone. But if you have the right mentality then I would encourage people to put themselves forward. This is my first time at the conference and I found the discussion on the political fund particularly interesting."

### Mark Irvine

Mark Irvine is a Tesco dotcom driver and has been a driver for ten years. He is a union learning rep and part of a twenty-one-strong team of reps in his site.

"I've been to this conference a few times and it is always interesting," said Mark, 53. "It's been good to talk to other drivers about some of the issues affecting us such as difficult deliveries and abusive customers. As a union learning rep I found the presentation on apprenticeships really helpful. The scheme is a positive thing but it will be difficult to implement as there has been little take up so far. Being a rep is a very fulfilling role. My advice to other reps would be to learn your agreements and follow them. You can't always win every case but what you can do is make sure the correct processes are followed and members are given a fair hearing."

### David Landall

David Landall is a driver for Ocado. He's worked there for three years and been a rep for two and a half years. Since Usdaw gained recognition at Ocado David has been focusing his energies on recruiting his colleagues.

"There are two hundred colleagues on site and I'm pleased to say we now have almost 100 per cent membership," said David, 60. "It can be difficult recruiting drivers as their shift patterns mean you might not see them for months at a time. The best thing about being a rep is representing people. Sometimes I represent a colleague who has never been disciplined before. They are terrified that they will lose their job and consequently their home. Supporting them and reassuring them is part of being rep. But I couldn't have done any of this without the help and support I received from the union. I've been very fortunate as I have been on both Academy 1 and 2. I would recommend them to anyone who wants to further develop their skills and get more involved."

### Tony Penn

Tony works for Hermes. He's been a driver for fifteen years and a rep for ten.

"I became a rep because I felt like no-one was looking after the interest of drivers," said Tony, 50. "Some of the biggest challenges I find are when companies don't follow their own agreements. As a rep, you can challenge this and the company will have to listen to you. That's why it is so important for reps to know their policies and agreements, inside and out. One of my recent successes was securing back pay for drivers who hadn't been receiving their night shift allowance. Being a rep can be tough but when you get wins like this for your members it makes it all worth it."

# INSPIRATIONAL REPS AND ROLE M

**Fifty active reps made the trip to Manchester at the end of October for the union's annual Black Members' Weekend.**

The event, now in its 24th year, was organised by the union's equalities section and run by Usdaw training officer Jenni White. Delegates from workplaces including Tesco, Sainsbury's, Boots, and Morrisons took part in discussions and workshops about role models, racism at work, religious beliefs and workers' rights.

## Proud reps

Four experienced activists took to the stage to talk to delegates about taking up roles and getting more involved in the union in a bid to inspire other members to do the same.

**William Brammer** from Morrisons in Scotland spoke about being on the union's Academy.

"I applied after listening to a speech from Paddy at this weekend. The Academy is an experience I'll never forget. I've been into lots of different workplaces to speak to members and recruit new ones. It's given me a better understanding of the union and enabled me to develop and learn skills that will stay with me."

**Mike Anderson** from Tesco in Scotland is involved with the STUC. "I've recently been re-elected to represent Usdaw on the STUC Black Workers Committee. The committee advises the STUC about the particular issues facing black and minority ethnic workers in Scotland. I'm proud to be sitting around the table with activists from other unions making sure

that the issues that matter to Usdaw members are heard and reflected in the STUC's campaigning and policy work."

**Janet Hankin** who lives in the North West and works for Tesco has been a rep for over 20 years.

"It is a long time but the union has always been behind me 100 per cent.

"There are times when I've had to take a step back and put family first, but being a rep has its own rewards – making sure members are treated fairly and getting the best deal for them at work is what keeps me going."

**Maurina James** from London took an active role in this year's Wear Red Day, a national campaign organised by the anti-racist charity Show Racism the Red Card.

"This was a great opportunity to raise awareness of racism as well as raising money for a good cause. Colleagues and customers

were really interested and it gave us an easy way to talk about what can be a difficult issue

"It helps to build on the work we're all doing as reps to make sure that we are all treated with dignity and respect at work."

## Political fund

Training officer Jenni White spoke about the changes facing the union's political fund next year as a result of the Tory Trade Union Act and reminded reps of the part they need to play to ensure the fund is protected.

"The Trade Union Act will allow the Conservative Government to do everything in its power to attack trade unions," said Jenni. "That includes silencing our political voice.

"The political fund allows Usdaw to lobby politicians and run campaigns on issues that improve the lives of our members, including rights for



REPS AT THE CONFERENCE HELD A RAFFLE AND RAISED £179.15 FOR BARAC UK HUMANITARIAN AID TO SUPPORT THEIR SOLIDARITY WORK WITH REFUGEES IN FRANCE

# MODELS

working parents and carers and a real living wage for all workers over 18.

"From 1 March 2018 new members will be required to opt-in to contribute to the union's political fund.

"Politics affects every aspect of our daily lives. It's not about which political party you support, it's about campaigning on the issues that matter most to our members.

"We want to encourage reps to talk to members about the political fund, what it's used for and why it is so important that members opt in."



## Charlie Critchley

Health and safety rep Charlie lives in Cornwall. She has worked for Tesco for sixteen years and became a rep in January last year.

"I put myself forward to be nominated as a rep because I wanted to help people," said Charlie, 48. "I've also worked in Tesco extra and convenience stores so I have a good understanding of the different pressures that staff can face. I'm currently part of a team of three reps at my Tesco store in St Austell.

"Racism is something that directly affects me. Where I live racism is still a problem. My two children are now growing up and I can see it affecting their lives. They are half-Chinese and my daughter tells me she doesn't want to be half-Chinese because her friends make fun of her. This is really upsetting. We're all the same on the inside and it baffles me why some people don't understand that.

"I've met some really interesting people this weekend and it's comforting to realise that the problems we face are the same. Everyone here makes you feel relaxed and eases you in, there's no pressure. In the workshops everyone is encouraged to take part and have their say. It's definitely been a worthwhile experience and it would be nice to come again next year and see new faces.

"The weekend has also helped me to learn more about myself and think about what else I can do to help people. I'm thinking about applying for the Academy. I believe it will enhance my skills and teach me how to utilise them so that I can support my colleagues and make a difference."

## Paul Watson

Academy graduate Paul works at Tesco Bank in Glasgow. He's been a member since 2012 and became a rep four years ago. "I became a rep because I wanted to stick up for my colleagues," said Paul, 27. "But the more I found out about the union the more involved and politically aware I became.

"I've just finished Academy1. It was stressful to start with and like any new adventure it took a bit of time to get used to, but it's been amazing. It's not only made me a more confident rep, I feel like a totally different person now.

"It's my first time at this conference. To be honest I didn't even realise it existed before I was invited to come along and I was particularly surprised at the size of the event.

"Hearing everyone's stories of racism has opened my eyes and made me think more about what I can do, particularly around supporting campaigns. I'm hopefully going to hold a campaign around racism at my workplace in the near future. I've made connections with a few people here this weekend and hopefully they will offer me some good advice.

"I would encourage all black members to come along. It's a very welcoming group of people and definitely the friendliest conference I've been too. Everyone is from different backgrounds, it doesn't matter where you're from. We're all here for the same goal.

"I enjoyed the visit from John and Paddy. John Hannett, was inspiring and I could definitely relate to Paddy's speech about how vital reps are to the union and the opportunities that are available to us, like the Academy."

## Weekend guest speakers

General secretary **John Hannett** and general secretary elect **Paddy Lillis** joined the conference for a Q&A session. They both thanked the reps for their hard work out in the divisions and for making the weekend an ongoing success.

"This weekend gives the union a chance to learn more about the specific challenges that black and asian members face," said John (pictured below left). "We know that their voice sometimes struggles to be heard, especially when they are in the minority. This weekend

enables members to come together to identify issues that matter most."

Paddy (pictured below right) encouraged the reps to take a more active role in the union and consider applying for the Academy or standing for executive council. "I've been deputy for 14 years and in that time I have seen the organisation transform thanks to our active reps. Our organising strategy is working and membership is growing. You're the ambassadors of the union and you can ensure our organisation is a reflection of the society we live in."



# Latest appointments



RON HEMMING



SUSAN DAVID



PAUL JACKSON



BALLY AULUK

## Two retirements and two active reps join the staff...

### Ron Hemming

South Wales and Western division's Ron will be retiring at the end of December after 20 years on the union's staff.

Ron originally started working as an area organiser at the Birmingham office and then was promoted to deputy divisional officer at Kegworth in 2000. Ron moved back to Somerset in 2009 where he returned to his previous role of area organiser in Bristol.

Before joining the staff Ron was branch chair and an active union rep at Booker cash and carry in Taunton.

"I've seen quite a few changes during my time at Usdaw," said Ron, 63. "The introduction of technology was a major step forward for the union and significantly improved communication and resources.

"I feel privileged to have served our members and I've worked with some great colleagues – I'll miss the banter.

"I expect my wife has many plans for me during retirement, I noticed all my power tools were on charge in the garage! However, I plan to be visiting many cricket and football grounds so she is in for a shock!

"Working for Usdaw has been a life changing experience and I am so grateful I was given this opportunity."

### Susan David

Meanwhile fellow South Wales and Western area organiser Susan is also retiring at the end of December after seven years working at the division's Cardiff office.

Susan, 59, started her union journey at Safeway in Neath as an active rep. She was

later transferred to Morrisons in Swansea where she worked in the cash office.

Susan continued her union role and in 2007 she won the National Individual Organising Award. Following that she went on to complete the Usdaw Academy.

"During my time on the union's staff I have worked with some amazing people," said Susan. "I was very lucky to have been given Sara Casey as my clerical colleague. She is my right-hand woman and without her I could not have done the job as well as I have.

"I also want to pay tribute to my talented fellow organisers and the clerical team. They all do a fantastic job looking after members.

"My proudest moments have been solving members' problems and seeing my own Academy reps go forward and develop into highly trained, respected activists."

### Paul Jackson

Former Academy graduate Paul took up his new role as area organiser in the Southern division in mid-October.

The 42-year-old, who previously worked as an online shopper at Sainsbury's in Sevenoaks, is based at the Andover office.

"I worked at Sainsbury's for nine years before my appointment," said Paul. "And I'd been a rep since 2010. I was also a divisional council member, branch chair, health and safety rep and had been on stand-down.

"I completed Academy1 in 2011 and then moved onto Academy2 in 2013. I can't recommend the experience highly enough. It's a great learning opportunity and I look forward to encouraging more reps to apply.

"My role as area organiser is ultimately about representing members in times of need, supporting reps and building

relationships with companies.

"I'm very level headed and passionate about what I do. I know there will be challenging days alongside the rewarding days but I'm looking forward to using my knowledge, skills and experience to make a difference for our members and reps."

### Bally Auluk

Ushaw's newest area organiser in the South Wales and Western division is former rep Bally who has made the move from Gloucestershire to Penarth for the position at the Cardiff office.

Bally, who started the job in September, previously worked at Sainsbury's in Dursley and became an Usdaw rep in 2012.

"I was a very active rep," said Bally, 50. "I spent a lot of time on stand-down and was chair of my branch and the equalities forum. In 2013 I was honoured to win The National Individual Organising award for recruitment."

In 2015 Bally completed Usdaw's Academy and for the past two years has served on the standing orders committee at ADM.

"The more I learned about Usdaw the more involved I wanted to be. I'm the sort of person that won't walk away from an injustice and will always stick up for others, that's the reason I became a rep.

"The transition from being a rep to becoming an area organiser would not have been possible without the support and guidance of fellow reps, area organisers and clerical staff based in the Bristol office.

"I am humbled and honoured to have been given the chance to carry out this role and I'm looking forward to building a stronger union for our members by playing my part in developing the next generation of reps."

# Hearing Loss Awareness

**What is hearing loss? The term covers a wide range of conditions, from people who are profoundly deaf – who would need to lip read or use sign language – to those with mild hearing loss, for whom following speech in a noisy environment may be difficult.**

The most common cause of hearing loss is age – damage to the hearing organs happens naturally as we age. However it can also be caused by other types of damage, for example exposure to loud noises. Some people have hearing loss from birth.



**Mild hearing loss** - Can sometimes make following speech difficult, particularly in noisy situations or for long periods of time. People may start avoiding social situations.

**Moderate hearing loss** - Often have difficulty following speech without hearing aids. Likely to avoid most or all social situations.

**Severe hearing loss** - Usually need to lipread or use sign language, even with hearing aids. May be eligible for cochlear implants.

**Profound deafness** - Usually need to lipread or use sign language. Hearing aids often not helpful, may benefit from cochlear implants.

## **How can the Equality Act (or the Disability Discrimination Act in Northern Ireland) help?**

Many members with hearing loss will be covered by the Equality Act, though not all. Very few conditions are automatically covered under the Act and hearing loss is not one of them. Instead, you have to show that a member meets the definition of a disabled person as set out in the Act. If you can show that the member meets this definition, you will have a much stronger case in arguing that the employer should support them.

When deciding if a member is covered by the Equality Act (DDA in Northern Ireland), it might help to discuss the following with the person you are supporting:

## **Does the member have a physical or mental impairment?**

Hearing loss is a physical impairment so members with hearing loss would normally meet this part of the definition. A person with hearing loss may not 'look disabled' and managers may therefore not believe they need support. It is not always obvious that someone is disabled. Nonetheless they can be covered by the Equality Act.

## **Is it more than a trivial condition?**

Trivial simply means more than minor. Those with a mild hearing loss may be able to communicate and hear without too much difficulty. However, the more severe the hearing loss, the more difficult it is to communicate, especially in noisy areas such as the shopfloor. If a member finds it difficult to hear conversations that someone without hearing loss has no trouble with – then they would meet this part of the definition.

## **Has the condition lasted or will it last for more than a year?**

Hearing loss is usually permanent (unless it is linked to a build-up of ear wax for example), therefore most types of hearing loss will meet this part of the definition.

## **What would happen if the member stopped taking medication/using hearing aids?**

This is a key issue for someone with hearing loss, as hearing aids can often help to improve their hearing. Employers may argue that the member is not disabled because with their hearing aid they can hear almost as well

as a hearing person. However, in deciding whether or not someone is disabled they must be assessed as if they were not taking medication or using a medical aid (such as hearing aids). So in terms of deciding whether or not a person's hearing loss has a substantial impact on their day to day activities consider how they are or would be without their hearing aid.

## **Does the condition affect everyday life?**

If you can show that the hearing loss has a substantial effect on how the member carries out normal day-to-day activities, they should meet this definition. Speak to the them about how they are affected – do they have difficulty hearing customers for example? Then talk through a typical day and ask how their hearing loss affects their daily activities.

## **Usdaw has a series of factsheets on hidden disabilities:**

- Asthma (D001)
- Diabetes (D004)
- Supporting members with mental health problems – advice for members
- Supporting members with mental health problems – advice for reps
- Autistic Spectrum Conditions (D005)
- Migraine (D006)
- Hidden disabilities (D007)
- Multiple Sclerosis (D008)
- Reasonable adjustments (D010)

Available from the stationery dept or at the Usdaw website:  
[www.usdaw.org.uk](http://www.usdaw.org.uk)

# Spotlight on Campaign days

***Reps across the country have been doing a great job this year to increase membership within their workplaces. Network caught up with the teams at Morrisons Manufacturing in Deeside and Ikea Cardiff to see how they've been raising the union's profile...***

## **Morrisons Deeside**

Active reps Dawn Uytendhal and her partner Patrick Dhalai are passionate about ensuring their colleagues are well looked after and supported at Morrisons Manufacturing in Deeside.

Dawn, who has been a rep since February 2013, was the only rep on site until January of this year when she recruited partner Patrick as Deeside's first union learning rep. Since then the duo have been working hard to build a good relationship between the union, the staff and the company through the site's Your Say Forum (YSF), an organising structure replacing Morrisons' Joint Consultative Committees (JCCs).

"I was nominated to be the YSF champion in our workplace. I saw this as a great opportunity to link our union work and everything we'd been doing on site," said Patrick, 54. "The forum is colleague driven and encourages staff to have their say in how to make Morrisons a great place to work. The

primary objectives are education, inclusion and well-being.

"I took on the role of union learning rep because education is very important to me and I wanted to work with the union and the forum to ensure staff had access to learning opportunities.

"Dawn started the ball rolling at the beginning of the year when she managed to secure funding from Wales Union Learning Fund for a British Sign Language course. It was a great success and we knew we wanted to do more.

"In-keeping with the forum objective of well-being, we were keen to promote mental health, so we developed a Mental Health First Aid (MHFA) course which was very popular among staff. It was so successful that Morrisons are now looking to roll it out across the company.

"Following the MHFA course we were able to develop a mental health and safety action team who ensure the well-being of mental health is kept high on the company agenda. The team recently organised a 'Tea and Talk' session in support of World Mental Health Day in October.

"Some of the other things we've been able to organise include pension awareness days, racism campaigns, numeracy courses and even guitar lessons as part of a 'learning for fun' initiative."

Patrick and Dawn are going from strength to strength and have recently recruited three new reps, Sian, Ralista and John to join their team.

"I'm delighted that we now have a great team of reps that will help us maintain the great work that's happening with the forum and the union," said Dawn, 55, who is also a YSF site community champion. "Initially I was sceptical about losing the JCCs, but once I knew more about the YSF and that they would be colleague driven I was excited to see how things would develop. I'm looking forward to the future and using the forum to



IKEA CARDIFF

strengthen the bond between Usdaw, Morrisons and the staff."

## **Ikea Cardiff**

A team of reps in the South Wales and Western division has pulled out all the stops to raise the profile of the union at their Ikea store in Cardiff. Active reps Linda Richards, Graham Perkins, Carl Plowright and Owain Davies have held campaigns throughout the year to ensure their colleagues know all about the value of union membership and sign up to become members.

"We discovered that campaigning is a very fun and effective way of raising the profile of the union," said Owain, 25. "Throughout the year we've held several campaigns to highlight the different benefits of joining Usdaw that staff might not know much about. We had a big push during June Membership Week when we focused on a different theme each day.

"On one of the days we held a young workers' campaign aimed at advertising the union to the younger staff. I took a lead role during this particular campaign as I find younger workers identify more with their peers. Young workers can be vulnerable and are often taken advantage of at work so it's vital that they have the union on their side.

"During all our campaign days we set up a stall in the co-worker canteen with lots of freebies and Usdaw publications. We spoke to staff about Usdaw's history, the trade union



View the Recruitment and Organising Gallery on the UsdawUnion Flickr page

## **Membership for week ended 18 November 2017**

South Wales and Western	50,050
Eastern	63,567
Midlands	56,862
North Eastern	59,841
Scottish	44,395
Southern	64,114
North West	92,149
Total	430,978





movement and all the wonderful benefits they can enjoy when they sign up. We were even joined by a union solicitor during a Legal Plus day who spoke to staff about the union's excellent legal service.

"Throughout the week of campaigning we managed to recruit around 20 members which was a great result and everyone really enjoyed themselves."

Academy graduate Bryony Hamblin was on hand during some of the campaigns to offer her experience and support.

"New reps joined the team at Ikea this year and we decided it was a good opportunity to showcase the union through campaign days," said Bryony, 25, who works for Tesco in Cardiff. "Ikea can be a difficult place to recruit as the staff don't believe they need a union because they feel looked after by the company, so the idea behind the campaigns was to show all the aspects of the union that they might not know about such as Lifelong Learning and Legal Plus.

"The campaign days really helped to raise the profile of the union and encouraged the reps to take a more active role.

"The reps at Ikea are the best team I've worked with. They are all so dedicated and focused in their roles and work really well together. I know they will successfully continue to increase membership at their store."

## Morrisons Manufacturing Deeside



MORRISONS DEESIDE

# Young reps reach out

## YOUNG WORKERS' WEEK

**Divisional young workers' committees were out in force in November taking part in events across the country.**

The theme of this year's National Young Workers Week was mental health and social media. The event was also a good opportunity for reps to hold campaign days aimed at raising the profile of the union among young workers.

### **B&M Distribution Runcorn**

North West Divisional Young Workers' Committee members Emma Cunningham, Ralitsa Stoycheva and Sorcha Ni Heara held their campaign at B&M distribution centre in Runcorn. Emma has been involved with Usdaw's young workers' committees since 2013. She also represents Usdaw on the Irish Congress of Trade Unions youth committee.

"Our coordinator, Clare Hansen, did a great job of organising the campaign day at B&M," said Emma, 25, who works at Tesco in Newtownbreda. "The union has just signed an agreement with the company so it was a good opportunity to talk to staff about the benefits of union membership.

"Our future plan for the committee is to recruit more young activists and to continue educating young workers about the value of trade unions. We are

hoping to organise campaigns in Primark and I have been invited back to my old school to talk to the sixth formers about trade unions at their careers convention."

Fellow committee member Ralitsa, who works at Morrisons in Deeside, became a rep a couple of months ago and is enjoying the role so far.

"I saw the opportunity to get

involved in a cause which helps and supports different people at work," said Ralitsa, 22. "I wanted to join the young workers' committee because I believe a lot of young people are unaware of their rights and don't even know what unions do. I want to ensure young workers know that Usdaw gives its members protection, better conditions and most importantly – a voice. I also want to encourage more young members to become reps.

"During the campaign at B&M I spoke to staff about the influence of social media and chatted to them about their experiences. People were a bit shy at first but showed more interest as the day progressed. It was a great day."

### **Newcastle Town Centre**

Poundland rep Samantha Hodgson represented the North Eastern Young Workers' Committee during a campaign in Newcastle town centre. She was joined by area organisers Tony Doonan and Kelly Hyde and divisional officer Joanne Thomas.

"This was my first big campaign outside of my workplace and I was really thrilled to be involved," said Samantha, 24, who became a rep last year. "We spent the majority of the day talking to young people about their experiences in the workplace and asking them to fill out the young workers survey on mental

health.

"I joined the young workers committee to give a voice to young workers like myself. It's often the case that young people are subjected to discrimination in the workplace because of their age. For example, they are given shifts that nobody else wants to do under the assumption that they don't have other responsibilities. I

want to see equal treatment for young workers across all workplaces."

Area organiser Tony Doonan is also the coordinator of the divisional

**"We can't ignore the effect social media could be having on people's mental well-being"**

committee. He was in Newcastle supporting the campaign. "The town centre was a great place to set up our campaign stall. We had lots of interest from the passing public and managed

to chat to quite a few young workers about the benefits of joining the union. We were also pleased to be joined by Labour MP Chi Onwurah who assisted our campaign during the day.

"Going forward we hope to elect more young members on to the committee to ensure we're at full capacity. Following that we're aiming to visit universities and colleges in the area to raise the profile of the union among as many young people as we can."

### **Tesco Cardiff**

Reps and union officials from the South Wales and Western division delivered their campaign to staff at Tesco Cardiff during Young Workers' Week. In store reps Bill Evans, Mark Boswell, Michelle O'Leary and Cerys Thomas all took part in the event and were supported by stand-down rep Alex Bingham.

"Staff showed a lot of interest in the campaign and it was a really positive day," said Alex, 31, who works at Tesco Express, Salisbury Road in Cardiff.

"Lots of people use social media in today's society, particularly young people. We can't ignore the effect it could be having on people's mental well-being. Particularly if a user is addicted to a social network or they are being bullied online.

"During the day we set up a stall and asked staff to complete a survey about their social media habits. We



B&M DISTRIBUTION RUNCORN



NEWCASTLE CITY CENTRE



TESCO CARDIFF

also spoke to staff about the campaign and distributed union leaflets highlighting issues such as social media addiction and cyber bullying.”

Bally Auluk, who is a new area organiser in the division, was at the campaign to support the reps. “The event was really well received by the store management and staff were encouraged to attend the event to get a better understanding of the issues faced by young workers.

“Approximately 100 surveys were filled out and colleagues were very interested to get more information on mental health awareness.

“I’m looking forward to meeting with the senior store management team, along with the reps, to discuss the survey results and the possibility of holding more young workers’ campaigns in the future to ensure we continue to support staff in the best way we can.”

## Getting involved

If you are aged under 27 and want to become more involved with campaigns in your division speak to your divisional coordinator.

Details can be found at:  
[www.usdaw.org.uk/  
 Campaigns/Young-Workers/  
 Contacts](http://www.usdaw.org.uk/Campaigns/Young-Workers/Contacts)

# NEW FIRE SAFETY GUIDE FOR REPS

The TUC has published new safety advice for union reps following the Grenfell Tower fire.

There are:

- Between 15,000 and 20,000 fires in non-residential buildings every year in the UK.
- Last year 2,000 of these fires were in industrial premises.
- More than 5,000 were in shops or similar commercial sites.

The firefighters' union has warned of a 'huge' safety threat, as the number of firefighters employed by fire and rescue services has been reduced by over a fifth in the past decade.

The TUC believes that union reps

have a key role to play in fire safety and should challenge employers to take all aspects of fire safety, including prevention, as more than just a 'tick-box exercise'.

The new guidance sets out the law around fire safety, explains what is required from a thorough fire safety assessment and looks at how to implement fire safety policies that will prevent fires and protect workers.

There is also a useful checklist for reps on what to look out for in terms of fire safety when they carry out their workplace inspections.

Read the TUC guidance at: [www.tuc.org.uk](http://www.tuc.org.uk) and search 'fire safety'.



## TUC celebrates 40 years of union safety reps in the workplace

The TUC has launched its 'Safety Reps @40' campaign to celebrate the success of the Safety Committee and Safety Representative Regulations. Several Usdaw reps are featured on the campaign website including Tony Lampey, who won the TUC safety rep of the year award this year.

The HSE is giving its full support to the TUC campaign and has its own message about the important work that trade union safety reps do.

The SRSC Regulations have helped unions to make a big difference to health and safety at work. Here are Usdaw's top tips for safety reps to make sure they can make the best use of the powers the regulations give them.



### Be active

- Make sure workers know how to get hold of you.
- Talk to members and listen to their concerns.
- Use your inspection and investigation functions.
- Work with management to implement policies.

### Be organised

- Plan dates for inspections in advance.
- Keep paperwork tidy.
- Use the tools provided by Usdaw to help you.

### Be connected

- Build your own network with other reps in your branch/division.
- Look out for email alerts from Usdaw.
- Read the H&S pages in Network.

## Drivers must have access to facilities



Following a long-running campaign by transport unions including Usdaw, the HSE has announced plans to clarify that lorry and van drivers should have access to toilets when visiting sites.

The HSE publication HSG136 'Guide to Workplace Transport Safety' 2014 stated that drivers should have access to toilet, washing and refreshment facilities and shelter in case of bad weather. However this advice was buried in the middle of the document and drivers have continued to have problems when visiting some premises.

A Health and Safety Executive spokesman said: "We have reviewed our approach including guidance to duty holders and re-examined the Workplace (Health, Safety and Welfare) Regulations 1992, in particular Regulations 20 and 21. We will begin to update our guidance to say that drivers must have access to welfare facilities in the premises they visit as part of their work. As this is likely to take some time, key stakeholders are being informed now."

### MORE INFO

[www.tuc.org.uk/celebrating-40-years-union-safety-reps](http://www.tuc.org.uk/celebrating-40-years-union-safety-reps)

TUC Risks weekly e-zine at:  
[www.tuc.org.uk/mediacentre/register](http://www.tuc.org.uk/mediacentre/register)

Read the HSE's message:  
[www.hse.gov.uk/aboutus/safety-reps-40.htm](http://www.hse.gov.uk/aboutus/safety-reps-40.htm)

# Go home healthy say HSE

The HSE have launched their 'Go Home Healthy' campaign to prevent work-related ill health. The campaign targets three key hazards; occupational lung disease, work-related musculoskeletal disorders (MSD's) and work-related stress (WRS).

The main issues for Usdaw members are asthma from exposure to flour dust in bakeries and food manufacture and cancer from exposure to diesel exhaust fumes or asbestos.

There are 9 million working days lost every year to MSDs. They include disorders of the back, upper limbs and lower limbs.

Both physical and psychosocial factors can contribute to work-related MSDs, but the risks from awkward postures, heavy lifting and repetitive work are well understood.

WRS is the second most commonly reported cause of occupational ill health in Great Britain. This is because people with a stress-related illness often take time off work (12 million working days are lost every year). WRS can lead to mental health conditions and physical conditions.

The message behind the HSE campaign is that employers need to do more to control the risks so that workers do go home healthy.

Find out more about the campaign at: [www.hse.gov.uk/gohomehealthy](http://www.hse.gov.uk/gohomehealthy)



## Tony Lampey: The safety rep interview

Tony is a Tesco dotcom driver who has worked for the company for five years and has been a rep for four. In that time, he has won the Usdaw Divisional and National Health and Safety awards as well as recently winning the award for TUC safety rep of the year.

**Congratulations Tony, can you tell us about the work you did that helped you win the TUC award?**

Thank you. Part of the reason why I won the award was because I set up a health and safety committee at my site. We get to meet once a month for two hours. This is in addition to our monthly rep team

meetings. The company are even thinking about rolling this model out to other customer fulfilment centres.

**How did it feel to win?**

I was over the moon. It was surreal. I kept thinking what have I done to deserve this because I was just doing my job.

**What made you think of setting up a health and safety committee?**

Health and safety is vital for colleagues. People go to work to do a job, not to get injured. A lot of health and safety injuries are completely preventable. I'm trying to make our site safe to prevent injuries from occurring in the first place.

**Is your workplace safer now?**

Yes. Health and safety has become part of our culture now, rather than an add-on. Before colleagues were going into the yard without the correct shoes and clothing.

Now the managers stop staff going out unless they have the correct Personal Protective Equipment.

**Why did you become a rep?**

I'm passionate about health safety. I don't see why employees should have to work in shoddy conditions, especially when we have laws that are supposed to protect people.

Due to the health and safety cuts there aren't enough people to make sure regulations are being followed. That's why health and safety reps are vital in making sure employers follow the law.

**What is the best thing about being a rep?**

It's when you've helped save someone's job and seeing the relief on their face. You can't beat the feeling when you successfully represent someone or make a positive change in the workplace. As a rep, you are learning all the time. Your self-esteem improves and you are taken seriously by the managers.

**Would you recommend being a rep to others?**

Definitely. We are always going to need people to stand up for their colleagues and their rights. People shouldn't be daunted about putting themselves forward. The training and support I received from Usdaw has been absolutely brilliant.

**Do you have any advice for reps?**

Know your agreement and policies. Also a little bit of employment and health and safety law can go a long way. Don't be afraid to ask questions and use the resources at central office.





# Your Pictures



**PICTURED L-R First row:** Recruiting at Lowestoft B&M; Promoting the Legal Plus service in Tesco Extra Perth; Paddy Lillis at Tesco Newtonbreda.

**Second row:** Campaigning outside Marks and Spencer in Bluewater, Kent; Paddy Lillis and NW divisional officer Mike Aylward with reps at Kellogg's Wrexham; Michael Anderson (right) is the first Usdaw chair of the STUC Black Workers' Conference. **Third row:** Branch A088 present Debbie Wilson (centre) with her Individual Organising award; Recruiting at Boots Nottingham; Holding a pensions awareness day at Tesco Kidsgrove.

**Fourth row:** Showing Racism the Red Card at Tesco Fenny Lock while raising £120 for the charity.





A dedicated space to share your news, views and achievements. Let us know what you have been up to and you could win £50! Please send letters/emails and photos to either of the addresses given above. We reserve the right to edit all letters.

## Respect for shopworkers' week



**PICTURED L-R First row:** Tesco Bank call centre, Newcastle; Morrisons Blackpool; Tesco Cleckheaton; Tesco Cheetham Hill. **Second row:** Morrisons Llanelli; Co-op Erdington; The Roods Co-op, Kirriemuir. **Third row:** Tesco Extra Perth; Morrisons Elder Gate, Milton Keynes; Tesco Banchory.



## Celebrating Young Workers' week at XPO House of Fraser Depot, Wellingborough





**SAFER WORKPLACE**



**BETTER PAY**



**ADVICE & SUPPORT**



**BETTER CONDITIONS**



**LEGAL &  
ACCIDENT COVER**



**FAIRNESS AT WORK**



**MORE JOB SECURITY**



**PROTECTION AT WORK**



**YOUR VOICE**

**YOUR LIFE YOUR UNION  
JOIN US TODAY**

**Usdaw**  
*Union of Shop, Distributive  
and Allied Workers*

**CALL 0800 030 80 30  
OR VISIT [WWW.USDAW.ORG.UK](http://WWW.USDAW.ORG.UK)**

