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**Arena** is the membership magazine for the Union of Shop, Distributive and Allied Workers.

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## Welcome

Following a successful vaccination programme, the UK is looking forward to life returning to some kind of normality in the next couple of months.

For many Usdaw members this is nothing new as they have been on the frontline of the pandemic since March last year. When others stayed safe at home, shopworkers, drivers, members in distribution, manufacturing and in funeral services have continued to work tirelessly to ensure that shelves remained stocked, medicine was available, deliveries were made and other essential tasks were carried out.

As restrictions ease, it is vital that safety measures are introduced, observed and properly enforced. The union will work hard to ensure that the success of the vaccine roll-out is not used as an excuse to slack on safety in the workplace as it is still possible to catch and carry the virus. We will continue to work with employers to revisit risk assessments and ensure that all safety precautions are adhered to, and we will ask the public to follow the necessary safety measures in stores and respect shopworkers.

Usdaw will work hard to ensure that the contribution of its members is not forgotten as we come out of this pandemic. We will continue to lobby the Government for decent pay and conditions for every worker. Our New Deal for Workers campaign calls for a range of measures, including a minimum wage of £10 per hour, secure hours, increased sick pay and job security. We will also demand that any recovery rebuilds our decimated retail sector and revives the high street. And we will also work with the trade union movement to tackle the deep-seated inequality that the virus exposed.

**Paddy Lillis, General Secretary**



## First Call

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# News for you



## Yet another survey exposes the extent of abuse against retail staff

**Usdaw is joining with the British Retail Consortium (BRC) in calling for Government action to stem a growing tide of violence and abuse against shopworkers.**

The BRC Annual Retail Crime Survey, released today, shows that violence and abuse against shopworkers continues to grow to 455 incidents every day, which represents a 7 per cent increase on the previous year.

Usdaw general secretary Paddy Lillis said: "This BRC survey is further confirmation of the scale of the problem retail staff face on a daily basis and backs up the findings in Usdaw's latest research.

"It has been a terrible time for our members, with almost 90 per cent of shopworkers suffering abuse, two-thirds threatened and nearly one in ten assaulted. Retail workers, their friends, family and loved ones, are saying loud and clear that enough is enough, abuse should never be

just a part of the job.

"Despite this overwhelming evidence the Government continues to refuse to support a specific law to protect shopworkers, which is backed by the BRC and many retailers. So we are pleased that the Labour frontbench has tabled a protection of shopworkers amendment to the Police, Crime, Sentencing and Courts Bill, which we hope will be supported in the bill committee.

"When retail employers, leading retail bodies and the shopworkers' trade union jointly call for legislation, it is time for the Government and MPs to listen. In Scotland, MSPs voted through a new ground-breaking law to give shopworkers the protection they deserve. We are now looking for MPs to support key workers across the retail sector and help turn around the UK Government's opposition."

# Usdaw protect shopworkers petition debated in Parliament



**A** petition launched by Usdaw general secretary Paddy Lillis was debated in Parliament and received strong support from all sides of the House of Commons.

However, despite overwhelming evidence from MPs, Home Office parliamentary under-secretary Chris Philp declined to offer Government support for a change in the law to better protect shopworkers, as called for in the petition. Usdaw is now looking for the support of MPs for a Labour protection of shopworkers amendment to the Police, Crime, Sentencing and Courts Bill.

"We thank Conservative backbencher Matt Vickers MP for introducing this debate on behalf of the Petitions Committee and for his 'wholehearted' support for the aims of the petition," said Paddy. Unfortunately, as Labour frontbencher Anna McMorrin MP correctly predicted, we only heard 'warm words and hollow platitudes' from the minister when he responded to the debate.

"It is frustrating to hear the Government yet again claim that existing offences and Sentencing Council guidelines are enough, when it clearly isn't, as the problem continues to grow. The fact that it took him five minutes to explain the existing sanctions on assailants says it all. Usdaw is looking for a simple stand-alone offence that is easily understood,

not just by the legal profession, but by the criminals who are assaulting, threatening and terrifying shopworkers.

"Currently sentencing is complicated, involving three categories of harm and culpability, 19 aggravating factors and 11 factors reducing seriousness according to sentencing guidelines. A separate offence for assaulting a retail worker would be easier to determine, encourage prosecutions and provide the deterrent effect that our members are desperately looking for. A clear message that violence against someone working to serve the public is not acceptable, which is exactly what Conservative, SNP and Labour MPs called for this evening.

"Retail employers, leading retail bodies and the shopworkers' trade union are jointly calling for legislation, so it is time for the Government and MPs to listen. In Scotland, MSPs voted through a new ground-breaking law to give shopworkers the protection they deserve.

"So we again urge MPs to support the aims of our petition and persuade the Government to back legislation to protect shopworkers. They have the perfect opportunity through an amendment from Sarah Jones MP to the Police, Crime, Sentencing and Courts Bill, which we hope will be supported in the bill committee."

## Usdaw calls for a retail recovery plan, a new deal for workers and better health and safety enforcement



# stuc

## STUC LGBT+ Conference 2021: Usdaw makes the case for improving visibility and addressing inequality

**U**sdaw's delegation of members and officials attended this year's online Scottish Trade Union Congress (STUC) Lesbian, Gay, Bisexual, Transgender, Plus (LGBT+) Conference and highlighted the impact of the coronavirus pandemic on LGBT+ workers.

Usdaw general secretary Paddy Lillis said: "There can be no doubt that the inequality and discrimination LGBT+ people face has been made worse by the coronavirus crisis. Long standing inequalities in accessing community and financial support, healthcare, housing and employment have all been exacerbated and it is highly likely these inequalities will persist and deepen unless urgent action is taken by Government to systematically monitor and address the specific needs of LGBT+ people.

"Usdaw delegates attending the conference

## Usdaw's delegation of members and officials attended this year's online Wales TUC Special Congress.

Usdaw regional secretary Nick Ireland based in Cardiff said: "The Covid-19 pandemic has heightened the already serious challenges facing retail across Wales. The deeply regrettable collapse of retailers including Debenhams, Arcadia and the Wales-based Laura Ashley had a devastating impact on the staff and on high streets at the heart of our communities.

"Even where businesses survive the crisis, the impact is likely to be felt by low-paid workers with restructuring and pressure on pay, working hours and other conditions.

"We recognise the £1.7 billion in crucial support has been delivered to businesses by the Welsh Government through local authorities, but there are key structural issues to address in order to support a retail recovery.

"We are looking for the Welsh Government to develop an urgent plan by working with unions and businesses. It must go beyond the immediate crisis response to look at the wider and long-term pressures facing the sector, such as business rates, rents and lease agreements.

It needs to include sustained investment in skills for retail workers to meet the challenges of automation and new technology.

"There also needs to be continued support for local authorities' investment in, and ownership of, their high streets.

"Statutory Sick Pay in the UK is simply not enough. Under the current system there is absolutely no safety net for low-paid workers. Therefore Usdaw is calling for SSP to be paid from day one, to all workers and at a rate that enables people to survive.

"The coronavirus crisis has further highlighted the need for effective enforcement of workplace health and safety standards. Many public-facing workers are at significant risk from poor health and safety practices or a lack of enforcement. Therefore we want the Welsh Government and local councils to prioritise and properly fund environmental health enforcement, with officers required to consult with health and safety reps during investigations and all inspections followed up with health and safety reps to ensure that recommendations are acted on."

Regular updates can be found on the Usdaw website at [www.usdaw.org.uk](http://www.usdaw.org.uk)

will be talked about how their lives have changed in ways we could never have believed possible prior to the pandemic, particularly regarding mental health.

"Anyone can experience a mental health problem at any time but discrimination, poverty, prejudice and bigotry all heighten the risk for LGBT+ workers.

"A recent Usdaw survey of over four thousand members found that almost three quarters felt anxious about going to work, triggered by fears of catching the virus and customer abuse and harassment. Many LGBT+ members reported experiencing phobic abuse from customers.

"This was the case before the pandemic, but policing face coverings and social distancing

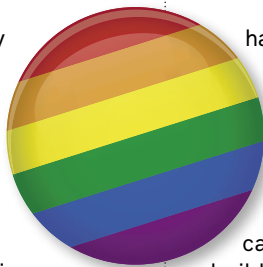
## *"Many LGBT+ members reported experiencing phobic abuse from customers."*

have made a bad situation worse.

"The Covid-19 crisis has dominated all our lives and regrettably side-lined many important issues that we have campaigned on over the years.

We have to ensure that those campaigns continue and that we build back better after the pandemic."

For further information on Usdaw's LGBT work please go to the Usdaw website where you will find leaflets on rights at work and tackling harassment, surveys and how to get involved: [www.usdaw.org.uk/Help-Advice/Equalities/LGBT](http://www.usdaw.org.uk/Help-Advice/Equalities/LGBT)





# Usdaw puts the spotlight on parents and carers under pressure and calls on the Government to do more to help

**Usdaw's Supporting Parents and Carers Online Spotlight Day highlighted the difficulties of juggling work with looking after someone.**

Usdaw general secretary Paddy Lillis said: "We know that three-quarters of Usdaw members are juggling their jobs with parental and/or caring responsibilities. Most are caring for children, older parents, grandchildren and sick or disabled family members. Even at the best of times it can be difficult to balance the two and the coronavirus crisis has added pressure like never before.

"The majority of those stepping in to provide care during the coronavirus crisis are women in their 40's and 50's in paid work with dependent children of their own. They are providing even more care than they were before with fewer breaks and less support from formal care services. This has left them feeling under pressure, stressed and exhausted.

"Throughout the pandemic working parents have largely had to rely on unpaid or annual

leave in order to juggle work and childcare. Unpaid leave simply is not a realistic option for low-paid parents, most ran out of annual

leave and some rearranged their shifts, but this often means cutting back on hours and therefore pay. The disproportionate impact on women's earnings, their ability to qualify for statutory sick or maternity pay and future pension earnings is particularly worrying.

"In the absence of sufficient statutory workplace rights, parents and carers' mental health and financial security is being negatively affected. The Government needs to do more to lift the pressure on working parents and carers by introducing a statutory right to ten days paid carers and parental leave, improving protection from discrimination and redundancy for parents and carers by strengthening the law, improving the rate of and extending the reach of Carers Allowance and introducing a temporary legal right enabling parents and carers to access the furlough scheme."



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## Usdaw urges M&S to engage with the union and allow representation

**Usdaw has renewed calls for recognition as the trade union for Marks & Spencer staff after another 30 store closures.**

All M&S shopworkers were put under threat of redundancy in November 2016 when the company announced a restructuring that would affect more than 100 shops but did not say which stores will close. This is yet another wave of closures.

Usdaw national officer Dave Gill said: "M&S management are not treating their staff with the dignity and respect they deserve. Their piecemeal approach to reorganising the business is extremely distressing for the staff, when the threat of redundancy hangs over every M&S shopworker.

"Usdaw has thousands of members working for Marks and Spencer and the staff now, more than ever, need the representation and support of an independent trade union; an experienced and knowledgeable trade union interrogating the company's business case for this store reorganisation.

"We again urge M&S management to abandon their long-held resistance to allowing Usdaw to represent the staff. It is simply unjust that the company have made the decision not to engage with a trade union. The staff are telling us they want Usdaw to represent them not BIG Group, the in-house staff association. It should be their choice."

## Shepherds Friendly launches Sustainable Stocks and Shares ISA and Junior ISA

**Shepherds Friendly has launched a new Sustainable Stocks & Shares ISA and Junior ISA, with the aim of helping you to save for you and your family's futures, whilst making a positive difference to society.**

As Shepherds Friendly is a financial mutual that is built on fairness, everything they do always aims to put their members first. They have no shareholders to pay dividends to, and all profits made are paid to members or reinvested for their benefit.

The two new savings plans are designed to not only help you save for the future, but also make a positive contribution to society through sustainable investing, as companies which the fund invests in must demonstrate a commitment to leadership in environment, social and governance (ESG) factors.

The friendly society is also offering Usdaw members an exclusive Love2shop voucher code worth up to £55\* when you open a sustainable savings plan with them.

You can open a Sustainable Stocks & Shares ISA from £30 a month or make a single payment from £100. Sustainable Junior ISAs start from £10 a month, or you can make a one-off payment of as little as £100.

Visit [usdaw.org.uk/SustainableISA](https://usdaw.org.uk/SustainableISA) to open a Sustainable Stocks and Shares ISA or;

Visit [usdaw.org.uk/SustainableJISA](https://usdaw.org.uk/SustainableJISA) to open a Sustainable Junior ISA.

Alternatively, you can call Shepherds Friendly's member services team on **0800 526 249** who would be happy to assist you. Don't forget to quote "Usdaw" if you're applying over the phone.



**\*Terms and conditions apply**

Please remember, when investing, your capital is at risk. If you have been invested through periods of poor investment performance, and you leave the fund, you may get back less than the current value of your plan. This is known as a Market Value Reduction (MVR)



## Usdaw urges Argos to withdraw their 'fire and rehire' threat to hundreds of back office staff who face losing thousands

**Usdaw is urging Argos to not use 'fire and rehire' tactics to force staff to sign up to a new contract that could result in the loss of thousands of pounds because of changes to pension contributions, holiday entitlements and travel allowances.**

'Fire and rehire' is a controversial process where employers dismiss employees before re-engaging them immediately on less favourable terms and conditions, often affecting pay, benefits and working hours.

Usdaw national officer Dave Gill said: "Fire and re-hire tactics, to enforce contractual changes by sacking and then rehiring staff, is legally controversial and morally bankrupt. Disgracefully, across the UK, we've seen a growing number of businesses using the uncertainty of job security in the pandemic to manipulate workers into taking worse terms, simply because they are scared of losing their jobs.

"It is long overdue that the Government outlawed this practice, and we were deeply disappointed that there was no employment

bill in the Queen's Speech to tackle this and other injustices. The Prime Minister has called the practice 'unacceptable', but those words are meaningless without action.

"In the absence of legal restraints on employers, preventing them from using 'fire and rehire', we are urging Argos to remove this threat from their staff."

Usdaw is challenging 'fire and rehire' at Tesco, through the High Court, having won a temporary interdict in the Scottish Court. The union is also balloting members at BCM Fareva on industrial action, about their pre-emptive threat to 'fire and rehire' staff. Many other trade unions are engaged in 'fire and rehire' disputes.

***"Fire and re-hire tactics, to enforce contractual changes by sacking and then rehiring, is legally controversial and morally bankrupt."***

# More Than Words –

## Bitesize English Course

**H**ave you ever had trouble getting your meaning across in writing? It can be difficult to judge the intention of a message when you can't see or hear the person behind it - what would sound fine in speech isn't always the same as what works best written down.

It's often said that when writing, you shouldn't aim at being possible to understand - you should be impossible to misunderstand. That's where our new bitesize course comes in. Packed with useful advice and straightforward, practical examples to help you pick the right tone for your audience, this course is essential for anyone wanting to sharpen up their writing. Like all our online courses, it's available free and can be completed anytime, anywhere, using your computer, tablet or mobile phone.

Register for the course at [www.usdaw.org.uk/morethanwords](http://www.usdaw.org.uk/morethanwords) and check out our full range of bitesize learning at [www.usdaw.org.uk/bitesize](http://www.usdaw.org.uk/bitesize)

### Leaflets and booklets

- **Puzzled by Pensions?** How much has been lost to pension scammers? (Leaflet 452)
- **Learning Through the Usdaw Gateway** Survey Results 2020: Campaign to end

violence and abuse against retail workers

- **The Crisis in Retail** - Usdaw's Case for a Retail Recovery Plan.

### Online Courses

**ABCs of ICT** - IT bitesize course -

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

**CV Writing** - IT bitesize course -

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

**Helping with Homework** - Maths bitesize

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

**Home Study 1** - Unity is Strength -

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

**Home Study 2** - Democracy in Usdaw -

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

**Looking After Your Mental Health** -

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

**Mind your Head** - Mental Health bitesize

course - [www.usdaw.org.uk/mindyourhead](http://www.usdaw.org.uk/mindyourhead)

**More than Words** - English Bitesize course

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

**Pensions Home Study** - [www.usdaw.org.uk/pensionshomestudy](http://www.usdaw.org.uk/pensionshomestudy)

**Quirks of the English Language** - English

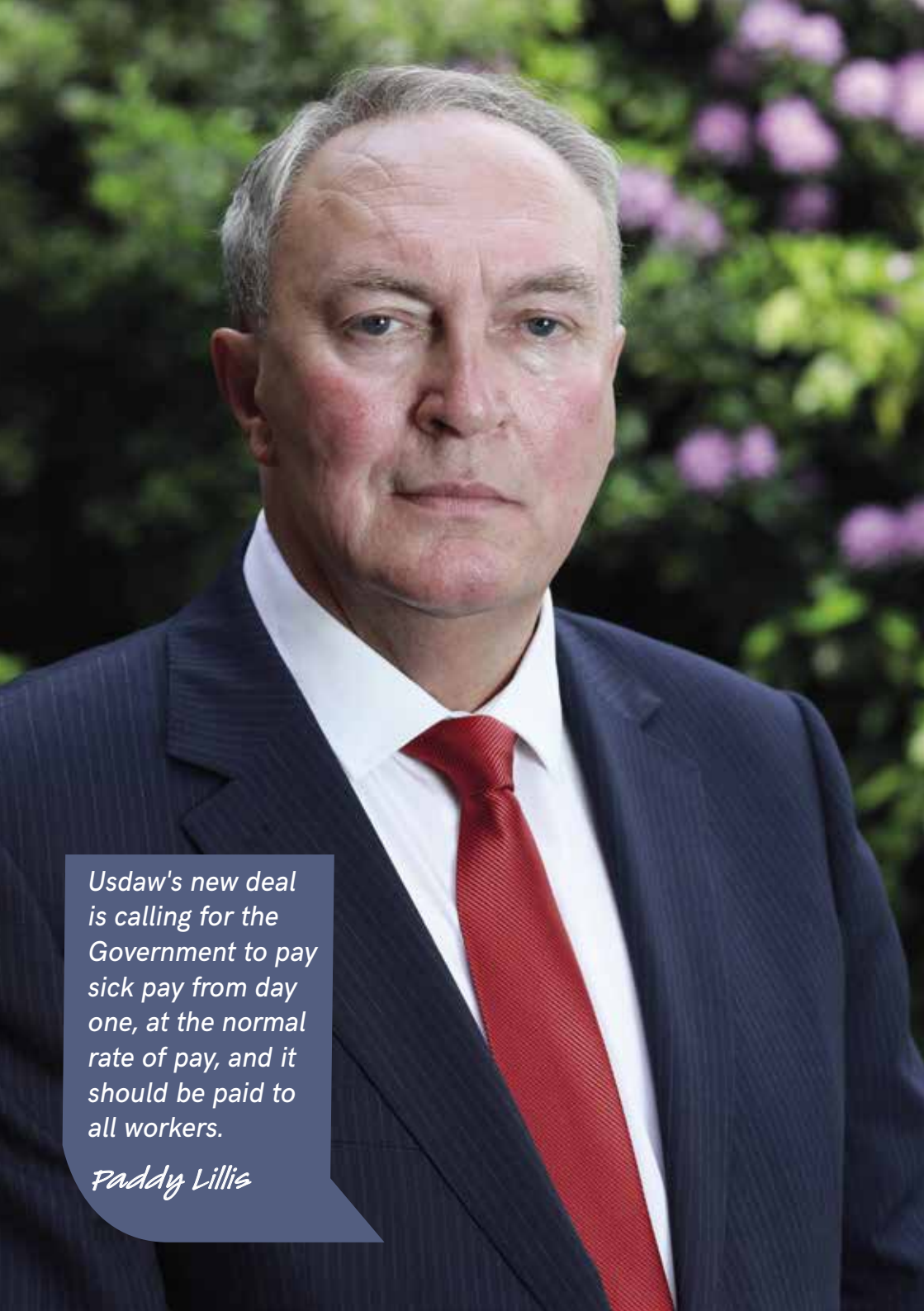
bitesize course - [www.usdaw.org.uk/quirksofenglish](http://www.usdaw.org.uk/quirksofenglish)

**Staying Safe Online** - Social Media and

online safety course - [www.usdaw.org.uk/SafeOnline](http://www.usdaw.org.uk/SafeOnline)

**SafeOnline**





*Usdaw's new deal is calling for the Government to pay sick pay from day one, at the normal rate of pay, and it should be paid to all workers.*

*Paddy Lillis*

# Covid update

General Secretary Paddy Lillis talks about safety, sick pay and enforcement



**A**t the time of writing, the prime minister Boris Johnson extended lockdown for another four weeks. The roadmap out of lockdown has been thrown into disarray as another variant leads to a rise in cases. Despite the success of the vaccination programme, it is unclear whether the new variant will lead to hospitalisations and deaths.

Usdaw members have been on the frontline of the pandemic since March last year. When others stayed safe at home, shopworkers, drivers, members in distribution, manufacturing and in funeral services have continued to work tirelessly to ensure that shelves remained stocked, medicine was available, deliveries were made and other essential tasks were carried out.

As restrictions ease, it is vital that safety measures are introduced, observed and properly enforced. The union will work hard to ensure that the success of the vaccine roll-out is not used as an excuse to slack on safety in the workplace as it will still be possible to catch and carry the virus.

## Ventilation

When the UK unlocked in summer 2020, more emphasis was placed on surface disinfection.

But now we know covid travels in the air guidance has changed. Ventilation is one of the most important factors in reducing risk of transmission from covid aerosols.

Any activity which can be conducted outside should be, and employers should invest in measures to improve airflow indoors. Social distancing, thorough cleaning regimes and where appropriate PPE are all still key control measures.

## Decent sick pay for all

Workers are being expected to self-isolate on statutory sick pay (SSP) of just £96.35 per week. And millions of low-paid workers are still excluded from access to this measly sum because they earn too little to qualify for SSP.

It means too many simply cannot afford to self-isolate. It is unacceptable to force people to choose between doing the right thing and paying their bills, and cases will rise unless self-isolation is universally observed.

Usdaw's New Deal for Workers campaign is calling for the Government for a minimum of £10 per hour for all workers, ban zero-hour contracts and pay sick pay from day one at the normal pay rate, and it should be paid to all workers.

## Paid time off for vaccination appointments

To ensure that people take up the vaccine it is important that employers offer paid time off for vaccination appointments.

## Proper enforcement

Bosses who break the rules and put workers' health at risk must feel the full force of health and safety law. Despite thousands of workplace outbreaks, and hundreds of covid deaths reported as occupational, the Health and Safety Executive (HSE) has not fined and prosecuted a single employer for putting staff in danger.

The Government must provide the HSE with the long-term, sustainable funding boost it needs to invest and carry out more inspections and hold employers to account.

[www.usdaw.org.uk/Help-Advice/Coronavirus-Update](http://www.usdaw.org.uk/Help-Advice/Coronavirus-Update)

# Usdaw calls on the Government to deliver a **New Deal** for Workers

**U**sdaw has expressed disappointment that the 50p increase to Statutory Sick Pay is not enough and that £96.35 per week, is still far too low. SSP does not provide the necessary financial support for millions of low-paid workers who have to take time off work because they are ill, self-

isolating or shielding.

Usdaw renews its call for a New Deal for Workers and urges the Government to:

- Improve Statutory Sick Pay (SSP) so it reflects average pay, rather than the current £96.35 per week.
- Pay SSP to low paid workers - those



# Usdaw will speak for retail workers through a **new commission**

**U**sdaw welcomed a new independent commission on Rebuilding Our High Streets, launched by the Labour Party. It brings together experts from retail, leisure and hospitality businesses, as well as representatives of the trade union, local government, co-operative and social enterprise sectors.

Usdaw's general secretary Paddy Lillis will sit on the commission, which will meet regularly over the course of the next six months to offer independent advice to the Labour Party on issues such as:

l How the high streets of the 2020s and



beyond can be supported to thrive, as great places where people can shop, socialise, meet, work and live.

- Bringing empty commercial properties back into use for existing and new businesses.
- Levelling the playing field between bricks and mortar businesses and online firms.
- Promoting entrepreneurship and innovation in our high streets, reflecting the needs of local communities.

Usdaw general secretary Paddy Lillis said: "The UK retail sector has been

earning below the lower earnings limit of £120 per week currently do not qualify for SSP.

● Commit to paying SSP from day one of absence for all absences, removing any reference to three waiting days.

Usdaw general secretary Paddy Lillis said: "Usdaw has long called for significant improvements to SSP. The coronavirus crisis has highlighted that SSP is too low, meaning that workers are plunged into poverty or forced to attend work whilst ill. The current situation, whereby workers cannot afford to self-isolate is hampering our efforts to defeat this appalling virus.

"Statutory sick pay is simply not enough to survive on and workers earning less than £120 per week aren't entitled to any statutory sick pay at all. People who are ill shouldn't be worrying about their finances, and they shouldn't be forced into work due to worries about paying their bills. Sick

pay needs to be paid from day one, at an individual's normal rate of pay, and it should be paid to all workers.

"Millions of low-paid workers have provided essential services to help ensure the country is fed, healthy and safe throughout the coronavirus pandemic. Usdaw members employed in supermarkets, the food supply chain, pharmaceutical distribution and the funeral industry welcomed their key worker status, but that respect and appreciation must not fade into the background when this national crisis passes.

"There must be lasting and fundamental change to the way society views all workers. We need a New Deal for Workers: a minimum wage of at least £10 per hour, an end to insecure employment, respect for shopworkers and action to ensure that retail jobs are no longer underpaid and undervalued."



impacted by the coronavirus pandemic on an unprecedented scale. For an industry already facing significant challenges the long-term impact will be severe.

"Physical non-food retailers were among the hardest hit and have been struggling under the pressure of lockdowns and public health restrictions, costing stores billions in lost sales.

"The crisis in retail has been further exacerbated by the rapid shift to online shopping, which has grown by 46 per cent

over the last 10 months. The longer-term challenges facing the sector combined with the impact of the pandemic has and will continue to be catastrophic for the high street. Beyond the impact on business the pandemic is taking a heavy toll on retail workers.

"When the chancellor Rishi Sunak delivered his Budget on 3 March 2021, outlining the UK's economic recovery plan to protect jobs and livelihoods, there was no sustained support for those retail businesses most impacted by the pandemic.

"At Usdaw we know the value of our local high streets in terms of the jobs and services they provide for our local communities.

"We all need to look strategically at what we want our high streets to look like, how we achieve that, and how it can be made to be sustainable for the long term.

"That's why the work of this commission is so important and I am pleased to speak for retail workers on it."

Further information on Usdaw's retail strategy: [www.usdaw.org.uk/industrialstrategy](http://www.usdaw.org.uk/industrialstrategy)

# Usdaw renews calls for legislation to protect staff after abuse against shopworkers worsens during the pandemic

**I**n April Usdaw gave evidence to the influential Home Affairs Select Committee outlining the need for legislation to protect retail staff.

Over the past few years, the union has seen an alarming increase in the levels of abuse and violence towards shopworkers. More recently, shocking results from an Usdaw survey carried out at the height of the coronavirus pandemic reveal just how bad the situation has become.

Throughout the outbreak, retail workers have been spat at, threatened of being infected with coronavirus and physically assaulted by customers while they have been providing an essential service in very difficult circumstances.

Results from Usdaw's 2020 survey of 2,729 shopworkers across the UK found that 79 per cent said abuse was worse last year.

#### **The survey found that:**

- 88 per cent experienced verbal abuse
- 60 per cent were threatened by a customer
- 9 per cent were assaulted

Usdaw general secretary Paddy Lillis said: "Our latest survey results clearly



show the scale of the appalling violence, threats and abuse faced by shopworkers and demonstrate the need for a 'protection of shopworkers' law. It has been a terrible year for our members, with almost 90 per cent of shopworkers suffering abuse, two-thirds threatened and nearly one in ten assaulted. We are saying loud and clear that enough is enough, abuse should never be part of the job. These results were recently backed up by a similar survey conducted by the Association of Convenience Stores.

"The UK Government has persistently opposed new legislation, offering little more than sympathy and objecting to the Alex Norris protection of shopworkers bill in the House of Commons. However, we had a great result for our members in Scotland, as MSPs voted through groundbreaking legislation to give shopworkers the protection they deserve.

"We are pleased to have the opportunity to make the case to the select committee today and look forward to their report in due course."



# Usdaw Ne'er Day trading petition secures a long overdue **Scottish Government consultation** after a **14-year delay**

**U**sdaw has secured a commitment from the Scottish Government to consult on large stores closing on New Year's Day. The union submitted a petition to the Scottish Parliament and spent a year providing evidence to convince the Public Petitions Committee to press Ministers to make progress on a consultation.

Usdaw's Scottish regional officer Stewart Forrest said: "Confirmation that a consultation on large stores closing on New Year's Day will now take place, after an unnecessary 14-year delay, is a step forward in our campaign to get a proper break for shopworkers over the festive period.

"We are disappointed that the Minister has not set out a timetable for the consultation and we will continue to press for further progress.

"As key workers delivering the essential service of keeping the nation fed, shopworkers deserve a decent break over the festive period. The very least that key workers in retail can expect is that the Scottish Government shows their appreciation for the

essential work they've done throughout this appalling pandemic by progressing the call for a proper festive break.

"However this is not just a campaign for the pandemic, our members have for many years demanded a proper break after the extremely busy and stressful shopping period in the run-up to Christmas. 98 per cent say that large stores should be closed and only 4 per cent are happy to work on New Year's Day or 2 January. Hogmanay and New Year is a special holiday, but this is not reflected in the experience of many retail workers, with three-quarters saying they spend too little time with friends and family."

As **arena** went to print the Scottish Government launched the consultation. Usdaw is encouraging members to engage with the consultation, to ensure the voices of shopworkers are heard. If we can secure a positive outcome, Usdaw will be calling for the necessary legislative processes to be completed in time for 1 January 2022.

[consult.gov.scot/economic-development/new-year-s-day-trading-for-large-retailers/](https://consult.gov.scot/economic-development/new-year-s-day-trading-for-large-retailers/)



# ADM 2021

Usdaw hosted its first online ADM for 600 delegates and guest speakers Keir Starmer and Frances O'Grady



**U**sdaw delegates gathered online to attend Usdaw's 74th Annual Delegate Meeting (ADM), which was held on Sunday 25 April and Monday 26 April.

Around 600 delegates, visitors and officials from across the UK participated in the online event. Due to the conference being hosted online, branches were asked to discuss propositions in the Final Agenda ahead of the event and then cast their votes during the conference.

Delegates took part in the debates on the three national executive council statements on All in it Together, Job Safety and a New Deal and Politics for Recovery.

General secretary Paddy Lillis, deputy general secretary Dave McCrossen and president Amy Murphy hosted the online ADM and national executive council member Kate McLeod ensured the smooth running of her first ADM as the chair of the standing orders committee.

Both the president Amy Murphy and general secretary Paddy Lillis paid heartfelt tributes to the work of reps and members who have been on the frontline.

## All in it together - The Unequal Impact of the Coronavirus Crisis

Usdaw deputy general secretary Dave McCrossen moved the national executive council statement on All in it together - The Unequal Impact of the Coronavirus Crisis. He spoke on how the pandemic dramatically exposed the structural inequalities in our society. With women, many of them young women, Black workers, disabled and LGBT workers bearing the biggest health and economic risks from the crisis.

Dave McCrossen said "The coronavirus pandemic has exposed the reality of contemporary Britain.

"A country defined by poverty, insecurity and inequality.

"It has shown that the workers who keep the country going, many of them Usdaw members, are too often underpaid and undervalued, and it has shone a stark light on the deep and persistent structural inequalities which cut across the UK.

"The impact of Covid-19 is not random, but foreseeable and inevitable.

"It is the consequence of decades of structural injustice, inequality and discrimination that blights our society."



## Politics for Recovery

Usdaw general secretary Paddy Lillis moved the national executive council statement on Politics for Recovery. Paddy spoke on how to build a fairer, more resilient, prosperous country. How Usdaw will continue to lobby the Governments across the UK and make sure that the voice of Usdaw members is heard loud and clear. And to achieve this Usdaw needs an engaged and active membership campaigning to bring about these changes.

Paddy Lillis said: "The pandemic has changed how we campaign and carry out the political work of the union. The union exists to improve its members' lives. Sometimes this can be achieved through industrial organising. Sometimes it has to be done through political organising.

"Like the crisis in retail and on our high streets, the scandal of in-work poverty, the pittance that is statutory sick pay, the massive flaws in the universal credit system and the appalling abuse against public facing workers. All of these issues have come to the fore and there is a new sense of urgency about tackling them.

"While our immediate priority is to get out of this crisis and back to living our lives safely, we must also make sure that those big, long-term, issues are addressed. Because the recovery cannot, and must not, mean continuing with the old problems, inequalities

and injustices.

"We will continue to use all of the tools at our disposal, from public facing campaigns on the streets, in our communities, to focussed lobbying in the parliaments of the UK.

## Jobs, Safety and New Deal

Usdaw general secretary Paddy Lillis moved the national executive statement on Jobs, Safety and New Deal. Despite the incredible contribution retail workers made during the pandemic there is no commitment from the Government to raise the wages of key workers.

Paddy said: "Despite legitimate health concerns, and unacceptable levels of abuse from customers, Usdaw members worked tirelessly throughout the pandemic. As the crisis deepened Usdaw ensured that our members were correctly recognised as key workers, essential to the functioning of the UK economy, reached agreements with major employers to protect the vulnerable and worked with companies to introduce brand-new safety measures, including social distancing, protective screens and additional hand washing facilities.

"Over the last 12 months, Usdaw has committed significant resources to our Freedom From Fear, New Deal for Workers and Retail Recovery Plan campaigns.

"These campaigns can help shape a society that delivers for working people and ensure that the efforts of key workers are not forgotten." >>



## Keir Starmer thanks Usdaw members for their work during the pandemic

Udaw welcomed Keir Starmer MP, leader of the Labour Party, to give a keynote speech to their online Annual Delegate Meeting.

Keir Starmer MP said: "I'm so proud of the work Usdaw members do, day in, day out. Never has that been more important than in the last year because workers in shops, manufacturing, home delivery and distribution have been on the frontline of this pandemic. On behalf of the Labour Party, I want to thank you all for everything you've done over the last year.

"Now I want to work with you to build a better future. As we recover from this crisis we can't go back to business as usual. We can't go back to an economy based on insecurity, inequality and injustice. Usdaw's New Deal for Workers is exactly the kind of change we need. Higher pay and equal pay for all workers. A social security system that works and treats people with dignity. An end to ridiculously low sick pay, that's been exposed

*"I want to build a better future. As we recover from this crisis we can't go back to business as usual. We can't go back to an economy based on insecurity, inequality and injustice."*

by the pandemic. And real job security with stronger employment rights from day one and an end to zero-hours contracts.

"We won't be able to turn around 10 years of Conservative neglect overnight. Neglect that has seen jobs lost, high streets hollowed out and has led to deep-rooted

inequality and injustice; but we do have to start that work now. It will need the whole trade union movement, working alongside business, and a Labour Party that's working under new leadership. I believe this country is crying out for change and that after the last year we owe it to the British people to build a recovery that rewards their sacrifices."

## Subs Increase

Delegates voted overwhelmingly to increase membership rates by 6p a week. This means from 27 June 2021 SCALE A members will pay £2.54 a week and SCALE C members will pay £1.67 a week.



## Frances O'Grady brings TUC fraternal greetings to Usdaw's online ADM

Addressing Usdaw delegates via video, TUC general secretary Frances O'Grady praised the work of the union and Usdaw's workplace reps during the pandemic. Whether it was looking after members' safety, fighting 'fire and rehire' or tackling abuse of shopworkers, Usdaw reps had been at the forefront of these campaigns.

In her remarks, Frances O'Grady said: "This pandemic has taken a terrible toll, not least on key workers who have kept the country going; being in work right through the pandemic and putting their own health on the line to look after everybody else.

"As the Government lurched from crisis to crisis, the trade union movement

stepped up.

"I am clear in my mind that without the trade union movement working together there would have been no furlough scheme. We also worked together on health and safety, right across industries.

"We know there is much more to do. The devastation on the high street, the job losses and the redundancies are stacking up. Mass unemployment is enemy number one, our goal has to be full employment.

"When we do get through this crisis it can't be the case of going back to business as usual. There's got to be change. So we need a new deal for working people. We need investment in green technology and public services. Brexit, climate change and artificial change all demand we raise our game. To avoid mass unemployment, we need to invest in our high streets, communities and services."

## Rule Change

Following the recent rule changes carried at ADM, the 'Executive Council' will now be called 'National Executive Council'. 'Divisions' will be called 'Regions' and 'Divisional' will be known as 'Regional'.

Therefore, the changes will be as follows:  
**Divisional Officer** is now **Regional Secretary**.  
**Deputy Divisional Officer** is now **Deputy Regional Secretary**.  
**Divisional Office** is now **Regional Office**.  
**Divisions** are now **Regions**, i.e. North West Region etc.



## LONG COVID

For some people, coronavirus can cause symptoms that last weeks or months after the infection has gone. This is sometimes called post-Covid-19 syndrome or Long Covid.

How long it takes to recover from coronavirus is different for everybody. Many people feel better in a few days or weeks and most will make a full recovery within 12 weeks.

But for some people, symptoms can last much longer. Much is still unknown about why people develop long covid and how long it might take them to fully recover.

**Q** Last year, I tested positive for Covid-19. I'm still feeling ill and it is affecting my performance in my work. What rights do I have at work?

Members with Long Covid may have rights under the Equality Act or the Disability Discrimination in Northern Ireland (DDA).

### How do I find out if I fit the criteria under the Act?

To fit the criteria you will need to ask yourself the following five questions:

#### 1. Do you have a physical or mental impairment?

Long Covid is clearly a physical impairment and may well be a mental impairment too so members with Long Covid would normally meet this part of the definition.



#### 2. Is it more than a trivial condition?

You will have to show that the condition has a significant impact on your life.

#### 3. Has the condition lasted or is it likely to last for more than a year?

This might be a stumbling block for many people with Long Covid as it might not be known how long the symptoms of Long Covid are likely to last and will differ from one person to the next. You do not have to be constantly suffering as conditions with symptoms that come and go can be counted. Can you get some medical



evidence saying your symptoms are likely to last for more than 12 months?

#### **4. What would happen if you stopped taking medication?**

Employers sometimes argue that the member is not disabled because their condition is controlled by medication. However, in deciding whether or not someone is disabled they must be assessed as if they were not taking their medication.

#### **5. Does the condition affect your everyday life?**

If you can show that Long Covid has a substantial effect on how you carry out your normal day to day life then you may be covered.

To assess this, go through your day from getting up to going to bed to see which tasks you are now struggling to do. Do you struggle to get up the stairs, bathe, walk to work, look after the kids, drive etc.

If you can show you meet the above criteria, then you will be entitled to the protection of the Equality Act/DDA and have the right to reasonable adjustments.  
[www.usdaw.org.uk/Help-Advice/Coronavirus-Update/Long-Covid-support-at-work](http://www.usdaw.org.uk/Help-Advice/Coronavirus-Update/Long-Covid-support-at-work)



### **Q Am I entitled to paternity leave?**

Paternity leave is available to fathers and partners (including same sex partners). You will need to satisfy the following conditions in order to qualify for paternity leave:

- Have or expect to have responsibility for the child's upbringing.
- Be either the biological father of the child or the mother's husband, partner or civil partner.
- Have worked continuously for your employer for 26 weeks leading into the 15th week before the baby is due.

### **How long is paternity leave?**

Paternity leave is two weeks. You can choose to take either one week or two consecutive weeks paternity leave (not odd days).

### **When can I take paternity leave?**

Paternity leave must be taken within 56 days of the child's birth.

### **Do I qualify for statutory paternity pay?**

- You have to have worked for your employer for 26 weeks by the 15th week before the baby is due.
- You have to have average weekly earnings of more than £120 per week (before tax) in the eight weeks (if paid weekly) or two months (if paid monthly) before the 15th week before your baby is due.

### **How much statutory paternity pay do I get?**

The rate of statutory paternity pay is £151.97 per week or 90 per cent of average weekly earnings if this is less than £151.97.



### **How much notice do I need to give for paternity leave?**

You need to tell your employer of your intention to take paternity leave by the 15th week before the baby is due.

### **How much notice do I need to give for statutory paternity pay?**

You must give your employer at least 28 days' notice of the date you want your statutory paternity pay to start. If you can't do this then give as much notice as possible.

### **What are my employment rights when I'm on leave?**

Your employment rights are protected while





on paternity leave. This includes your right to:

- pay rises
- build up (accrue) holiday
- return to work

### Can I take leave for antenatal appointments?

You can take **unpaid** leave to accompany a pregnant woman to two antenatal appointments if you're:

- The baby's father.
- The expectant mother's spouse or civil partner.
- In a long-term relationship with the expectant mother.
- The intended parent (if you're having a

baby through a surrogacy arrangement).

- You can take up to six and a half hours per appointment. Your employer can choose to give you longer.
- You can apply for leave immediately if you're a permanent employee. You'll need to have been doing a job for 12 weeks before you qualify if you're an agency worker.

If you want to take longer than two weeks then you might want to consider shared parental leave.

### What is shared parental leave?

Shared parental leave opens up maternity leave to both parents so that they can decide between them how to spend their leave in the first year of the child's birth.

### How does it work?

A woman must still take two weeks maternity leave immediately following the birth. The remaining 50 weeks can be converted into shared parental leave and pay.

### Am I entitled to shared parental leave?

Both partners must meet eligibility criteria. As a rule, mothers and primary care givers who qualify for statutory maternity pay or statutory adoption pay will qualify for shared parental leave.

As a rule, fathers, partners or secondary carers who qualify for statutory paternity pay will qualify for shared parental leave.

### How much shared parental leave will I get?

The amount of shared parental leave available is essentially the amount left over from any maternity leave the mother takes. For example, if the mother takes three months maternity leave and then opts into shared parental leave with her partner. This would leave them with a total of nine months. In total only nine months of leave are paid.

[www.usdaw.org.uk/Help-Advice/Parents-Carers](http://www.usdaw.org.uk/Help-Advice/Parents-Carers)

# Free Legal Support for Members

**T**ake the pain out of personal injury and keep 100 per cent of your compensation with Usdaw's FREE claim line for members.

If you've had an accident that wasn't your fault contact FirstCall Usdaw, the union's FREE accident and injury claim line. Making a claim is easy. There are no complicated forms to fill in and you will be supported by Usdaw and the union's solicitors every step of the way.

## What does FirstCall cover?

Any accident, anywhere in the UK - including road traffic accidents, work-related conditions or diseases, slipping and tripping, and injuries caused by violent crime or armed robbery (CICA claims).

Accidents/injuries to members, and their children under the age of 18, while outside the UK on a package holiday\*

Family members living with you are also fully covered if they're injured in a road traffic accident.

## How do I make a claim?

Call FirstCall Usdaw free on 0800 055 6333 to start your claim. You will be asked to provide some personal details and information about your claim. Your details will be checked and your claim will be logged - have a pen and paper ready to take down your case number.

## How do I qualify?

To qualify for Usdaw legal assistance the accident must not pre-date your membership



and you must be a fully paid-up member. You must also be making a claim within three years of the accident (two years if it is a criminal injury claim).

## What legal fees do I need to pay?

None. FirstCall is a FREE service for Usdaw members. There are no legal costs whether you win or lose your case (the only exception is if the member has knowingly made a fraudulent claim).

## Do I keep all of my compensation?

Yes. If the claim is successful you will keep 100 per cent of your compensation, unlike many private solicitors who can deduct up to 25 per cent to cover the legal costs.

## Can I use FirstCall Usdaw to contact the solicitor for a claim I have already registered?

No. FirstCall Usdaw is only the number to ring to start a new claim. Please use the number provided to you by the union solicitors if you have a query about an ongoing case. Call the Legal Department on 0161 249 2438 if you have mislaid the solicitor's number.

\*Package holiday claims means accidents, injuries or other personal injury claims covered under the Package Travel, Package Holidays and Package Tours Regulations 1992. Members are advised to take out adequate holiday insurance at the time of booking their holiday. Usdaw Legal Plus does not cover members for any personal liability that might arise from their actions; cancelled flights or accommodation; lost baggage; or up front medical expenses.

Please note: Usdaw Legal Plus is not an insurance policy. The Personal Injury cover does not replace the need to obtain specialist holiday insurance, car insurance and home insurance.

For more  
information visit [www.usdaw.org.uk/legalplus](http://www.usdaw.org.uk/legalplus)



Delivery driver **Sally-Anne Cutler** was thankful for her Usdaw membership after she was injured in a road traffic accident that wasn't her fault. Sally contacted the union and within 18 months Usdaw solicitors were able to recover her £4,200 in compensation.

**T**he accident happened in June 2019. Sally was on the way to a delivery when a car pulled out in front of her with no warning. Unable to avoid a collision, Sally drove into the back of the car.

"I tried to avoid them by swerving but because there was oncoming traffic I had no choice but to swerve back and hit them," said Sally-Anne, 25. "I damaged my knee on the steering column and hurt my back and shoulder where the seatbelt had caught me. The other driver accused me of not looking and speeding but thankfully my dashcam proved him otherwise - I was doing 28mph in a 30mph zone.

"He was very angry at the roadside and refused to accept liability. A questionable

witness appeared 20 minutes later taking his side and saying she saw the whole thing and would give him a statement. I

reported this to the insurer.

"I had to take five weeks off work because of my injuries and it's taken me about 18 months to fully recover because I suffer from rheumatoid arthritis. It was very difficult.

"I had the FirstCall Usdaw card that comes on the cover of arena pinned to my fridge, so I knew who to call.

"I was a bit nervous as I didn't really want the hassle of going through a claim but I needn't have worried. I was really surprised at how easy the process was. It took 18 months to settle, but that was largely due to my recovery, and the pandemic delayed things, but other than that I have no complaints. I was very happy with my settlement and wouldn't hesitate to recommend the service to others or use it again if I needed to."

*"He was very angry at the roadside and refused to accept liability."*



Former Usdaw rep **Martin Richmond** knew exactly who to call after being involved in a road traffic accident that wasn't his fault. Usdaw solicitors took on his case and Martin was awarded £2,400 in compensation.

**T**he accident happened in November 2020 in Glasgow while Martin was driving home from work. Another driver pulled out at a junction in front of Martin without giving way and drove straight into the front of his vehicle causing a head on collision.

"There was an almighty bang and I realised I had been in a crash," said Martin, 38, who now works as an employability trainer at Bishop Briggs. "It was a total shock. Both of our cars were a write-off and I suffered whiplash. The other driver admitted liability at the scene which made things a lot easier.

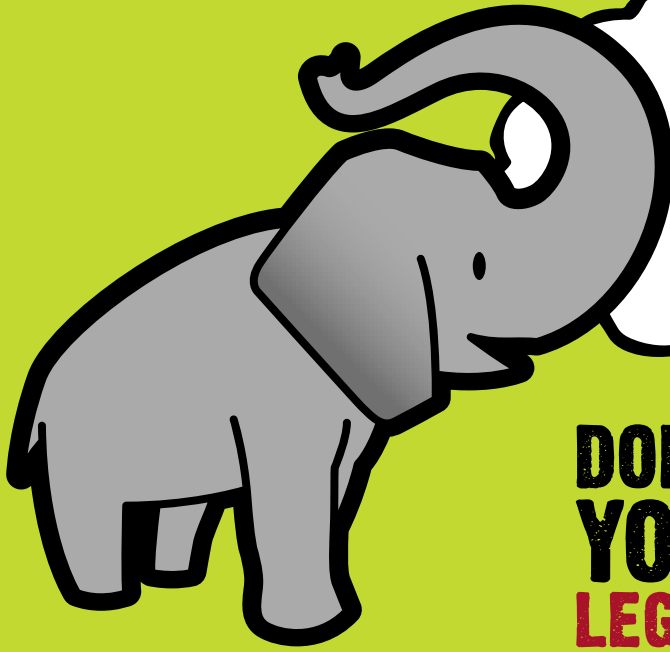
"It was about a week after the accident that I contacted the union. I've been an

Usdaw member for nearly 20 years now and in my previous job I was an Usdaw rep too, so I knew all about the union's legal service.

"It was so easy. The woman from Usdaw who took my phone call was brilliant. She put me in touch with Thompsons solicitors in Glasgow and they took care of everything. I didn't have to contact or chase anyone, they got everyone to contact me. The only thing I had to do was sign a couple of electronic forms and then after only four months I received a cheque in the post.

"I would absolutely recommend the service. If I'd used a high street solicitor they would've taken up to a 25 per cent cut and I wouldn't have received the amount I did. Don't underestimate your Usdaw membership, it's very valuable and you never know when you might need it."

*"There was an almighty bang and I realised I had been in a crash."*



**INJURED?  
REMEMBER  
YOU'RE A  
MEMBER**

**DON'T FORGET  
YOUR FREE  
LEGAL SUPPORT**

- ✓ Expert solicitors to look after you.
- ✓ For members and their children under the age of 18 any accident, anytime, anywhere in the UK and for package holidays outside the UK.
- ✓ And family members living with you are also covered for road traffic accidents.

**IF YOU HAVE AN ACCIDENT,  
HIGH STREET SOLICITORS  
CAN TAKE UP TO 25% OF  
YOUR COMPENSATION  
WITH FIRSTCALL USDAW  
YOU KEEP 100% OF  
YOUR COMPENSATION**

**FirstCall *Usdaw* 0800 055 6333**  
**VISIT [WWW.USDAW.ORG.UK/FIRSTCALL](http://WWW.USDAW.ORG.UK/FIRSTCALL)**

# Endometriosis

**E**ndometriosis is a condition where tissue similar to the lining of the womb starts to grow in other places, such as the ovaries and fallopian tubes.

It is a chronic and often debilitating condition that can cause painful or heavy periods. It may also lead to infertility, fatigue and bowel and bladder problems. Endometriosis is the second most common gynaecological condition in the UK and around 1.5 million women in the UK are currently living with the condition. Endometriosis can affect all women and girls of a childbearing age, regardless of race or ethnicity. The impact can also be felt for life.

## What are the symptoms of endometriosis?

Symptoms vary in severity but can include:

- Severe pain in lower tummy or pelvic pain – usually worse during menstruation.
- Period pain that stops an individual doing their normal activities.
- Extremely heavy periods.
- Pain during or after sex.
- Difficulty getting pregnant.

## What causes endometriosis?

The cause of endometriosis is not known. Several theories have been suggested including: genetics, retrograde menstruation, a problem with the immune system and endometrium cells spreading through the body in the bloodstream or lymphatic system. It's likely the condition is caused by a combination of different factors.

## Why does it take so long to get a diagnosis?

On average it takes a woman 7.5 years to get diagnosed with endometriosis. This is due to a number of reasons including: the

lack of awareness around this, there is a misconception that periods and sex are meant to be painful, historically women's pain has been written off as 'hysteria' and the lack of non-invasive tests.

The only definitive way to diagnose endometriosis is by a laparoscopy – an operation in which a camera is inserted into the pelvis via a small cut near the navel. The surgeon uses the camera to see the pelvic organs and look for any signs of endometriosis.

*"The symptoms of endometriosis are very similar to other common conditions therefore it is important to share as much information with your doctor as possible."*

## When should I go and see my GP?

You should go and see your GP if you have symptoms of endometriosis and they're having a big impact on your life.

The symptoms of endometriosis are very similar to other common conditions therefore it is important to share as much information with your doctor as possible, even if you find it embarrassing.

It may help if you write down your symptoms in a diary before seeing a doctor.

## Is there a cure for endometriosis?

There's currently no cure for endometriosis, but there are treatments that can help ease



the symptoms. Once diagnosed your doctor will discuss the options with you.

### **Treatments include:**

**Painkillers** – such as ibuprofen, paracetamol and codeine-based painkillers.

**Hormone medicines and contraceptives** – including the combined pill, the contraceptive patch, an intrauterine system and medicines called gonadotrophin-releasing hormone (GnRH) analogues.

**Surgery to cut away patches of endometriosis tissue** – an operation to remove part or all of the organs affected by endometriosis – such as surgery to remove the womb.

### **Living with endometriosis**

Endometriosis can be a difficult condition to deal with, both physically and emotionally.

As well as support from your doctor, you may find it helpful to contact a support group, such as Endometriosis UK.

[www.endometriosis-uk.org](http://www.endometriosis-uk.org)

In addition to detailed information about endometriosis, Endometriosis UK has a directory of local support groups, a helpline **0808 808 2227**, and an online community for women affected by the condition.

**The NHS also provides information on** [www.endometriosis-uk.org](http://www.endometriosis-uk.org) <https://www.nhs.uk/conditions/endometriosis/>

# Unwind & upskill

**A**s an Usdaw member you've got exclusive access to a variety of exciting learning opportunities through the union. Whether you want to improve your career prospects, brush up on your skills or learn something completely new, it couldn't be easier to start your learning journey today - and Usdaw will be there for you every step of the way.

Join over 100,000 members who have already returned to some kind of learning through the union.

## Lifelong Learning

It's a fact that learning improves our quality of life at work, home and in the community. So Usdaw wants to make sure that members are given every opportunity to enter into adult learning.

Every year Usdaw helps more than 15,000 members return to some kind of learning. From studying a new language, brushing up on maths or English skills, NVQs, accessing an apprenticeship or even



taking on a university degree.

Lifelong Learning can happen in all kinds of ways and all kinds of places, for example a course on your phone or an online distance learning course at home or at a local college.

Across the UK the union has worked with employers, colleges and learning providers to widen access to all types of learning for members who want to increase their skills and knowledge.

If you're interested in learning with Usdaw a great place to start is with the Online Learning Gateway on the Usdaw

## Feel good about maths

**Millions of adults struggle with everyday maths and are keen to improve their skills. Usdaw and the UK charity National Numeracy, have developed a number of courses designed to help members overcome their fears about basic maths and improve their skills.**

### Maths and money matters - National Numeracy Course

Many of us avoid getting into the detail of our finances simply because we're not comfortable with the maths involved. But

the truth is, feeling confident with maths is one of the things that can help us make our money go further. Percentages, VAT, decimal points, interest rates, national insurance deductions, negative numbers... bad feelings from past experiences with maths can make it all feel overwhelming. In this short course, you'll uncover tips to help you feel better about maths. You'll also learn about some of the most common numbers and maths which crop up when we look at our money.

[usdaw.mathsandmoney](http://usdaw.mathsandmoney)





website. You should also talk to your Usdaw rep or local Usdaw office about learning opportunities in your workplace.

## Online Learning Gateway

Usdaw's Online Learning Gateway has been designed to make it easy for members to see all the learning opportunities on offer and where to go for help and advice.

## How does it work?

To get started, go to the Learning Gateway on the Usdaw website and click on the

## National Numeracy Challenge

The National Numeracy Challenge is a free, online learning tool set up by the UK charity National Numeracy and is designed to help you improve your everyday maths skills in manageable steps while building your confidence along the way.

[www.nationalnumeracy.org.uk/challenge/?partner\\_code=usdaw](http://www.nationalnumeracy.org.uk/challenge/?partner_code=usdaw)

## Shop 'til you drop - Maths Bitesize course

Everyone likes to bag a bargain, but

subject you are interested in.

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

Once you click on the subject area you will see a list of learning sites with short descriptions of the courses on offer and whether there is a charge.

Have a look around these sites to see what's best for you. When you find the right course, you can start learning right away.

You can take an online assessment in English, maths or IT. It's completely confidential and will let you know which level is right for you to study at.

For online courses you will need access to a computer or a tablet. Learn at home on your own device or at work, in a library or from a learning centre on any device.

## Getting help

If you want more information about Usdaw's Online Learning Gateway, talk to your workplace rep or union learning rep (ULR).

ULRs can advise you about accessing learning opportunities and help you to use the courses available through the Gateway. They can also show you how to improve your digital skills if you don't feel confident enough to use the Gateway.

If you don't have a rep or a ULR then contact your local office or Usdaw's education and training department. Call **0161 224 2804/249 2400** or email [lifelong\\_learning@usdaw.org.uk](mailto:lifelong_learning@usdaw.org.uk)

sometimes shopping can be confusing. Try Usdaw's quick bitesize maths course to help you work out the best deals on offer.

The course has a number of multiple choice questions based on the information you will be given. Have a go at each question to test your knowledge, and don't worry if you get it wrong as the correct answer will be shown.

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

To find out more about learning opportunities visit the website at [www.usdaw.org.uk/Members/Training-Development](http://www.usdaw.org.uk/Members/Training-Development)

# Tim hikes 26 miles

Inspirational Usdaw member Tim Graham is hiking 26 miles around Windsor in July to raise money for Macmillan after they helped him overcome a difficult battle with Stage 4 Hodgkins Lymphoma.

**A**fter noticing some swelling around his collarbone and unusual lumps in his neck in late 2019, Tim was devastated to learn he had Stage 4 Hodgkins Lymphoma.

"I thought I was prepared for the worst, but I was wrong," said Tim, 39, who attended the diagnosis appointment with his girlfriend Danielle. "I think I was more shocked at hearing that the cancer was stage 4, which meant more lymph glands were affected. It wasn't until we were halfway down the corridor that I broke down in tears.

"Everything happened quickly from then and I started treatment within a couple of months.

"I was going to hospital twice a week, once for a blood test to check my haemoglobin, neutrophils and platelet counts and then a couple of days later for chemo.

## Stem Cell transplant

Tim was given two different types of chemotherapy but devastatingly they both failed.

"I was showing what I thought was good progress with the first and second courses of chemo, showing no side effects, not being sick and feeling well enough to return to work," said Tim. "I was frustrated to find out that the

second chemo wasn't working. The results of a scan had shown that some of the cancer had shrunk while other areas had grown. Even though it was early days I did start to wonder how much more I could take."

Fortunately, progress was made with a third round of chemo and Tim entered remission. This was an important milestone which would allow him to be given a stem cell transplant in an attempt to cure his cancer.

"Prior to the transplant, I had a procedure called a stem cell harvest where blood is taken from one arm and put through a filter machine which collects and separates the cells and then the blood gets returned through the other arm. The recovered cells

are then treated with chemo and stored until transplant.

"The transplant took place in December 2020 at King's College Hospital in London. I was in hospital for three weeks and the transplant was straightforward, although it wasn't until I was in hospital that I saw the effects of the treatment. My hair fell out, I couldn't eat because

I developed mucositis (painful inflammation and ulceration of the mucous membranes lining the digestive tract), I developed painful ulcers which covered most of my mouth and tongue, and my weight dropped losing around three stone in three weeks.

"The stem cells were given through a drip bag that was connected to a Hickman line, which is a tube inserted through a vein to the heart with a 3 way access used to give chemo, take blood and flush the line with saline to keep it clean and clear from blockages.

One of the worst parts was the smell of the cells as they were being transferred back - definitely one of the worst things I've smelt and that will stay with me forever.

*"Tim was given two different types of chemotherapy but devastatingly they both failed."*



## Support

"I'm currently living with my girlfriend and her mum and they have both been amazing. My girlfriend has done everything she can from moving her shifts to take me to appointments, to being with me at the hospital for chemo.

"I was also assigned a Macmillan support worker when I was diagnosed and they have been an invaluable source of practical and emotional support. From providing me with lots of information about cancer, to helping me get organised when it comes to treatment, booking appointments and even helping me to find financial support when I was struggling. Most of all they were there to talk to when I was overwhelmed. For these reasons and more I wanted to give something back to Macmillan so that they can continue to support others.

"On 17 July I'll be taking part in the Macmillan Mighty Hike to try and raise as much money as possible for the charity.


"The hike is 26 miles around Windsor. I'm hoping I won't be too far out of my comfort zone as I've taken on six Tough Mudder events in my past, but I haven't done anything this physical for a while and I'm still in recovery. I'm hoping it's something I can enjoy, and it might be a way to meet new people who have been in similar situations to me."

## The future

Despite needing a blood transfusion and platelet transfusion since the stem cell transplant, Tim has continued to stay in remission. It will take him a while to fully recover but he was able to return to his job at Tesco in St. Leonards-on-Sea in April after shielding for a year.

"It's been good to get back into a normal routine," said Tim. "I'm feeling positive about the future. From the beginning I was told that the type of cancer I've been living with has a high success rate of being cured but there has been points when I've felt like I wasn't going to get through. It's been quite a journey but thanks to my family, the NHS and Macmillan I'm coming through the other side."

If you would like to find out more about Tim's Mighty Hike or make a donation visit: <https://www.justgiving.com/fundraising/macmillanmiles2020>



Don't let your colleagues miss out on **Usdaw membership** - including **free legal help, representation and advice at work and member offers...sign them up now using the form opposite...**

Sign up a friend and you could win **£250** of shopping vouchers!

## Your chance to win!

You could **win £250** of shopping vouchers in this issue's prize draw. All you have to do is sign up a colleague or friend to Usdaw using the form opposite, and send it to **ARENA PRIZE DRAW**, Usdaw Head Office, Voyager Building, 2 Furness Quay, Salford Quays, Manchester, M50 3XZ

TWO RECRUITERS WILL WIN SHOPPING VOUCHERS WORTH **£250** EACH IF THEY ARE THE **FIRST** TO BE PULLED OUT OF THE HAT!

USE THIS FORM TO SIGN UP A FRIEND AND ENTER THE PRIZE DRAW

**4** prize draws a year



You can also enter online:

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

I apply to join Usdaw. As a member of Usdaw I undertake to abide by the Rules and regulations of the Union and to pay contributions regularly. The home address I give is the address that Usdaw will use for balloting purposes. Members joining from 1 July 2021 are automatically entered at Scale A. For details of current membership rates and cash benefits visit [www.usdaw.org.uk](http://www.usdaw.org.uk). **Responsibility of keeping payments up-to-date rests with the member.**

**Use BLOCK LETTERS and complete this form as fully as possible.**

Have you been a member of Usdaw before? Yes  No

Please tick the appropriate box

Ms  Miss  Mrs  Mr  Mx  Other \_\_\_\_\_ Female  Male

Surname

Forename

Email

Full Postal Address

Postcode

Tel. No. (Inc. STD)  Mobile No.

Date of Birth  Age

Company Name \_\_\_\_\_ Occupation \_\_\_\_\_

Workplace Address \_\_\_\_\_ Postcode

Location No. \_\_\_\_\_ Employee No. \_\_\_\_\_

**Opt-in Notice** I agree to contribute to the Union's political fund at the rate set out from time to time in the Rule Book, and I understand that this agreement constitutes an opt-in notice for the purposes of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended and the Trade Union and Labour Relations (Northern Ireland) Order 1995. Every member may opt to contribute to a separate fund for the furtherance of the Union's political objects under the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) or, as appropriate, the Trade Union and Labour Relations (Northern Ireland) Order 1995 by ticking this opt-in notice. A member who chooses not to contribute shall not, by that reason, be excluded from any benefits of the Union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the Union (except in relation to the control of the fund).

**For Members Paying by Payroll**  
I hereby authorise my employers for the time being, or their representatives, to deduct from my salary or wages the amount of contributions payable by me under the Union's Rules, as amended from time to time. I also authorise the deduction of any arrears which may accrue during my employment. I consent to the Union sharing my personal data with my employers, or their representatives in order to process my deduction contributions. I also authorise my employers, or their representatives, to share my information with Usdaw in order to process and maintain my Union membership and where appropriate that my employers, or their representatives, shall notify the Union of any future changes in my home address and email to enable the Union to maintain a register of the names and proper addresses of its members.

**Privacy Notice**  
As a member of the Union, Usdaw will process your personal data as part of its legitimate activities in providing trade union services and benefits in accordance with the Union's Objects stated in the Rule Book and to perform its obligations to you under statute or contract. This involves processing of personal and sensitive personal data under the current data protection legislation. We will store your personal data only for the period necessary under law to enable us to fulfil our legal obligations. You have the right to request access to your personal data, and its rectification, erasure, restriction on processing, and portability. You have the right to withdraw consent for sharing of your personal data and to complain to the Information Commissioner. Usdaw and its Data Protection Officer may be contacted at Usdaw, Voyager Building, 2 Furness Quay, Salford Quays, Manchester M50 3XZ.

Member's Signature \_\_\_\_\_ Date \_\_\_\_\_

Recruiter's Name \_\_\_\_\_ Recruiter's Membership No. \_\_\_\_\_

# MemberOffers

Some offers are temporarily unavailable due to the coronavirus pandemic but keep checking the website for regular updates.

## CARS & TRANSPORT

Car Hire  
Car Leasing  
Car Maintenance  
Car Parking: Q-Park  
Fiat  
Startrescue  
Vauxhall Cars

## HEALTH & BEAUTY

Comfort Insoles  
Gym Membership  
My Active Discounts  
Usdaw Health Plan  
Usdaw Dental Plan  
Vision Express

## INSURANCE

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

## LEISURE & ENTERTAINMENT

Beer52  
Cinema at Home: Chili.com  
Cinema Tickets  
Cinema at Home: Rakuten TV  
Discount Card  
English Heritage  
Go Ape  
Golf Membership  
Magazine App: Readly  
Magazine Subscriptions  
National Trust Gift Cards  
Online Ticket Store  
SAA Art Membership  
Theme Parks &  
Attractions  
Virgin Experience Days

## HOLIDAYS

Airport Parking, Lounges &  
Hotels  
Away Resorts  
Cottage Breaks  
DFDS Ferry Crossing  
James Villa Holidays  
Lost Luggage Protection  
Parkdean Resorts  
Pontins  
Wightlink Ferries

## MONEY & FINANCE

Debt Advice  
Financial Advice  
Mortgage Advice  
Pensions Advice  
Pensions Annuity Service  
Shepherds Friendly Savings  
The Co-op Credit Union

## SHOPPING

Apple  
Charles Tyrwhitt  
Crown Decorating Centres  
Dell  
Discount Card  
Domestic Appliances  
Gift Card Savings  
Magazine Subscriptions  
Usdaw Prepaid Cashback  
Card  
UsdawRewards Cashback  
Virgin Wines

## MISCELLANEOUS

Funeral Planning  
Gas and Electric  
Mobile Phones  
TOTUM Pro Card  
International Student ID Card

Don't forget about the  
Union's legal services  
such as free will writing  
and Legal Plus

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

Legal  
Plus

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

\*Terms and conditions for individual offers on the website.

## PROTECT YOUR TECH



### **Cover multiple devices with Gadget Insurance.**

- Theft and accidental damage cover
- Accidental loss (optional for mobile phones and tablets only)
- £150 worth of cover for your accessories
- Unlimited claims

■ Rapid no-fuss quote for your gadgets in under 10 seconds  
Be confident that should the worst happen to your mobile phone, smart watch or tablet we've got you covered.

Usdaw members get an exclusive 12% discount online with code **UNION53**. To find out more go to: [www.usdaw.org.uk/offers](http://www.usdaw.org.uk/offers)\*

## CREATE MEMORIES



### **Fantastic savings on UK family holidays with Parkdean Resorts.**

Usdaw members can save on a holiday at one of over 65 holiday parks. With fantastic locations in coastal, lakeside, rural or woodland locations. Great entertainment with free live shows for the whole family to enjoy and quality accommodation from caravans and lodges to glamping and safari tents.

Save 10% (excluding school and banks holidays) and 5% during all school and bank holiday periods.

To find out more go to [www.usdaw.org.uk/offers](http://www.usdaw.org.uk/offers)\* and don't forget to quote *Usdaw* for your special discount.

## AMAZING UK HOLIDAYS



### **Prebook your summer getaway with Away Resorts.**

Usdaw members can save 12% on all 8 Away Resorts UK locations. Whatever your budget, they've got you covered; from the classic caravan to enjoying a log cabin with woodland views.

The resorts are dog friendly, so the whole family can enjoy a relaxing holiday. The parks are jam-packed with fantastic facilities, from on-site restaurants and bars to indoor and outdoor swimming pools. As for entertainment and events there is something for all members of the family to enjoy.

To find out more go to: [www.usdaw.org.uk/offers](http://www.usdaw.org.uk/offers)\*

## SUMMER FUN



### **17% off attraction tickets this summer with Online Ticket Store.**

Online Ticket Store has everything you need for the perfect Summer! Online Ticket Store is the online specialist for attractions, excursions, theatre tickets and experiences all over the world!

With over 10 years' experience, they are an officially authorised attraction ticket broker, so you can rest assured you're in good hands. To find out more go to: [www.usdaw.org.uk/offers](http://www.usdaw.org.uk/offers)\*

# Arena Your health

Your health and your safety at work is a vital part of Usdaw's service. For more advice visit:

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

## Q Covid testing after being vaccinated

I have had my covid vaccination some time ago but I am now displaying new covid symptoms. My manager says I should come into work because it can't be covid as I have had the job and we are short-staffed. Should I do what she says?

No. Unfortunately no covid vaccine is 100 per cent effective. It does not provide complete protection from contracting the disease and passing it on to others. It is vital that you continue to act like you may have covid when you have symptoms

by self-isolating and going for a test. If you do test positive, then you should follow the current Government covid guidelines which means staying off work for 10 days. You can find more guidance at [www.gov.uk/coronavirus](http://www.gov.uk/coronavirus)



## Q Heat

The temperature in my workplace has become stiflingly hot and I am struggling to work. Should my employer be introducing measures to help?

Yes. Rising temperatures in many workplaces leave many members feeling hot under the collar. Employers have a duty under current health and safety legislation to ensure a 'reasonable' temperature in the workplace. Where a 'reasonable' temperature cannot be achieved they must take other measures to protect workers. Unfortunately the law contains a minimum reasonable temperature but does not specify a maximum. However, international standards and research by experts show that temperatures above 27 to 30 degrees celsius are uncomfortably warm, especially when the air is humid. Above 30 celsius there is a real danger that some workers might suffer from symptoms of heat stress - which is more than just uncomfortable

and can be damaging to health. Excessive temperatures can lead to sweating, irritability, nausea, headaches, dizziness, fainting, muscle cramps, extra strain on the heart and ultimately heat stroke.

Usdaw is campaigning for a maximum temperature of 27 to 30 degrees Celsius to be included in the law to make it easier to get extra protection when it does get too hot. Things like improved ventilation, shielding from direct sunlight, provision of cold drinks and more frequent rest breaks can all make a difference but have to be negotiated. The union's guide on temperature at work has more advice [www.usdaw.org.uk/Help-Advice/Health-Safety/Temperature/Too-Hot-at-Work](http://www.usdaw.org.uk/Help-Advice/Health-Safety/Temperature/Too-Hot-at-Work)

Discuss your concerns with your Usdaw health and safety rep. Contact details of reps can be found on the Usdaw noticeboard. If you cannot find the contact details, you can ring your local Usdaw office [www.usdaw.org.uk/contact](http://www.usdaw.org.uk/contact)





SEND YOUR  
QUESTIONS TO  
ARENA'S HEALTH  
EXPERTS:  
[arena@usdaw.org.uk](mailto:arena@usdaw.org.uk)

## Q Hay fever

**I suffer from hay fever and sometimes can't work because of it, are there any medical rules to help me?**

Hay fever (Allergic rhinitis) affects almost 1 in 4 people in the UK but is specifically excluded from the disability requirements of the Equalities Act unless it triggers some other condition covered by the act such as severe asthma.

A reasonable employer should still make allowances for your condition when looking at any absences. They should consider alternative duties if your condition is made worse by anything you are exposed to at work. Clearly hay fever is an allergy and is not infectious but if you are coughing and sneezing all the time it may raise hygiene concerns in the current pandemic. There are likely to be practical difficulties if you need to use



tissues all the time and you have to wash your hands every time you have to blow your nose. So a customer-facing job on a deli counter or at the checkout may not be practical and your employer may need to find you other work.

Hay fever cannot be cured completely, but there are a number of treatments available to relieve the symptoms. These include antihistamine tablets, nasal (nose) sprays and eye drops. Some can only be prescribed by a GP, but many are available without prescription in pharmacies. Some hay fever remedies may cause drowsiness, so watch for warnings on the label and make sure your employer knows if you work with dangerous machinery.

## Q Home delivery driver's manual handling

**As a home delivery driver I have to stack and lift heavy trays on and off the van and some are stacked above my head. This means I have to twist and stretch to move some of the trays in the van. I struggle with this and get muscle aches and pains, what should I do?**

You should inform your manager and you should also talk to your Usdaw rep. Under the Manual Handling Operations Regulations 1992 your employer must reduce the risk of injury from manual handling to the lowest reasonably practicable level.

HSE guidance says that lifting any object from above head height carries a risk of injury. So even if the trays are not particularly heavy, your employer should have done a risk assessment and provided a safe way of lifting them down. For example, they may need to look at the way that the orders for a particular delivery round are loaded into the van to reduce lifting heavier trays at height.



They should also provide handling aids such as sack trolleys to help you move the trays when making deliveries. Workers should have been trained in the safe way of working and made aware of the risks.

If you or your safety rep at work needs help with your employer's responses or their risk assessment, the Health and Safety Section at Usdaw Head Office can provide further advice.

*For further information on  
health and safety go to:  
[www.hse.gov.uk](http://www.hse.gov.uk)*

# Arena



# Win! £50

Correctly complete the grid and you could win a **£50** shopping voucher!  
Closing date 18 July 2021  
(Not open to Usdaw staff)

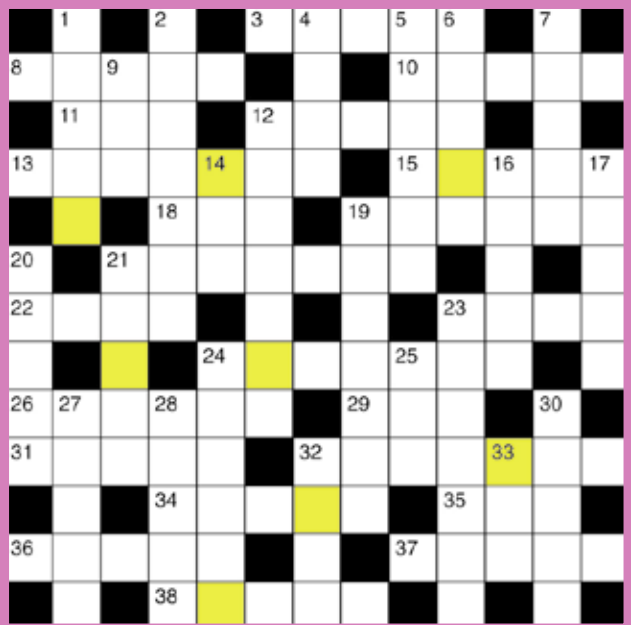
## Word up!

Complete our prize crossword to spell out the hidden word in the yellow squares and you could be one of three members to win a £50 shopping voucher. The first three pulled out of the hat...

Email your answer along with your name and address to: [arena@usdaw.org.uk](mailto:arena@usdaw.org.uk)  
Please put 'xword' in the subject box.

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

Solutions available from 19 July 2021.



### ACROSS

3. Banquet (5)
8. Criminal organisation (5)
10. Tree (5)
11. Place (3)
12. Entrances (5)
13. Scolds harshly (7)
15. Valuable thing (5)
18. Badly illuminated (3)
19. African country (6)
21. Musical performance (7)
22. Biblical murder victim (4)
23. Thin mud (4)
24. Funny (7)
26. Girl's name (6)
29. Feline (3)

31. One who gives blood (5)
32. Universal remedy (7)
34. Single oar (5)
35. Pistachio, say (3)
36. Gem (5)
37. Shinbone (5)
38. Be aware of (5)

### DOWN

1. Short cloaks (5)
2. City fortress (7)
4. Cupid (4)
5. Scribble (6)
6. Former savings account (5)
7. Exhausted (5)
9. Animal's coat (3)

12. Minor deity (7)
14. Facial twitch (3)
6. Escargot (5)
17. Appetising (5)
19. Fundamental (7)
20. Based on truth (5)
21. Rule (5)
23. Diabolic (7)
24. Move round (6)
25. Container (3)
27. Original (5)
28. Flowers (5)
30. Stinking (5)
32. In addition (4)
33. Young fox (3)
33. Young fox (3)

# Arena Our members

## Have your say -

SEND YOUR THOUGHTS OR PICTURES TO:  
Usdaw Head Office, Voyager Building,  
2 Furness Quay, Salford Quays,  
Manchester M50 3XZ  
arena@usdaw.org.uk



### Keith's last gift

I'm the North West Region DC Chair. On Monday the 10th May I met up with **Keith Barrowcliffe's** step-daughter Ruth Pearl. Keith died in January this year after 70 years of service with Usdaw.

Keith was an active campaigner right up to the day he died.

It was a pleasure to have known him. We exchanged many conversations during the years regarding our past working experience.

It was a pleasure to present this cheque on behalf of Usdaw to the Dementia UK.

RIP comrade.

**Kindest regards,  
Terry Adair K125**

### Thank you Denise

I wish to bring to your attention one of the finest women of all time, **Denise Rooney**, one of your blessed union reps based at the Argos Call Centre in Widnes, Lancashire. She has helped me in every form of meeting from grievance hearings, appeals, a disciplinary and a health review.

She checks on people regularly and has been onsite throughout the Corona pandemic, I hope you give her some credit in your magazine as a determined, conscientious and empathetic rep, if Carlsberg made union reps they would make Denise Rooneys.  
**Thomas Anderson  
Argos Call Centre, Widnes**



### Happy Retirement Wyn Webber, Tesco Gateshead



**Rep Chelle  
Fleming  
updating  
the Usdaw  
noticeboard  
on stand down  
in Leek Co-op  
K008.**



# STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH THE UNION'S ANNUAL RETURN FOR PERIOD ENDED 31 DECEMBER 2020 AS REQUIRED BY SECTION 32A OF TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992

The total income of the union for the period was £41,352k. This amount included payments of £39,316k in respect of membership income of the union. The union's total expenditure for the period was £32,483k. In respect of the union's political fund, its total income was £1,838k and total expenditure was £1,308k. The General Secretary of the union was paid £112,800 in respect of salary and £40,742 in respect of benefits including employer pension contributions and the provision of a car.

## Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

## Political Fund Notice

Every member of the Union has a right to be exempt from contributing to the Union's Political Fund or, for those members joining on or after 1 March 2018, the right to withdraw their opt-in to the Political Fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post or email from, the head office of the Union or from the Certification Office for Trade Unions and Employers' Associations, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX. This form,

when filled in, or a written request to the like effect, should be sent to the Central Treasurer at the Union's head office or emailed to [politicalfundnotification@usdaw.org.uk](mailto:politicalfundnotification@usdaw.org.uk).

## Opinion

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2020 and of its surplus for the year then ended;
- have been properly prepared in accordance with UK Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of the Union of Shop, Distributive and Allied Workers ("the Union") for the year ended 31 December 2020 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that

the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Council with respect to going concern are described in the relevant sections of this report.

### **Other information**

The Executive Council is responsible for the other information. The other information comprises the information included in the General Secretary's Report on the Union Finances, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations

(Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements; or
- the Union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of the Executive Council**

As explained more fully in the Statement of Responsibilities of the Executive Council's, the Executive Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Council is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

### **Extent to which the audit was capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union & Labour Relations Act 1992, UK tax legislation and equivalent local laws and regulations.

We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of Executive Council meetings, legal reports provided to the Executive Council and correspondence between the

Union and its solicitors.

Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

We did not identify any key audit matters relating to irregularities, including fraud. As in all of our audits, we also addressed the risk of management override of internal controls including testing journals and evaluation whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the Union of Shop, Distributive and Allied Workers, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union as a body, for our audit work, for this report, or for the opinions we have formed.

BDO LLP, Statutory Auditor London, UK

Date\_\_\_\_\_01 June 2021

# Where to find information

## Usdaw website and enews

For everything you need including sections on legal advice, workers' rights, health and safety, news, training opportunities, upcoming events and campaigns. You can also download informative leaflets and posters, and sign up for email updates. Visit [www.usdaw.org.uk](http://www.usdaw.org.uk)

## Social media

As an Usdaw member we recommend you follow **UsdawUnion** on Facebook, Twitter, Instagram, YouTube and Flickr. It's a great way to keep up to date with news, campaigns, events, rights at work, competitions and offers exclusive to Usdaw members.



# Want to get more involved?

## Branch meetings

The best way for members to get involved and stay informed is to attend their branch meetings. These are regular union meetings run by reps and are a good way of finding out what is happening in your workplace, your region and the wider union. Your branch number is printed on the wrapper of each issue of arena and will start with a letter from A to K. To find out where and when your branch meeting is held, speak to your union rep or call your local office.

## Become a rep

Usdaw is always looking for members to volunteer as reps. Becoming a rep gives members invaluable opportunities to develop personally and professionally. For further information visit [www.usdaw.org.uk/bearep](http://www.usdaw.org.uk/bearep)

# How to contact the union

## Usdaw regions and offices

Usdaw divides the UK into seven geographical regions. If you have a problem at work always contact your Usdaw rep in the first instance (details can be found on your union noticeboard) or contact your local Usdaw office:

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

**Update your details:**  
[www.usdaw.org.uk/update](http://www.usdaw.org.uk/update)



### A South Wales and Western Region

Bristol 0117 931 9730  
Cardiff 029 2073 1131  
Plymouth 01752 765930

### C Eastern Region

Bury St Edmunds 01284 775700  
London 020 7323 5550  
Waltham Cross 01992 709280

### E Midlands Region

Redditch 01527 406290  
Kegworth 01509 686900

### F North Eastern Region

Leeds 0113 232 1320  
Newcastle 0191 296 5333

### G Scottish Region

Edinburgh 0131 556 5242  
Aberdeen 01224 652820  
Glasgow 0141 427 6561

### H Southern Region

Faversham 01795 532637  
Andover 01264 321460  
Morden 020 8687 5950

### K North West Region

Preston 01772 704003  
Belfast 028 9066 3773  
Warrington 01925 578050

### Privacy Notice

As a member of the union, Usdaw will process your personal data as part of its legitimate activities in providing trade union services and benefits in accordance with the union's Objects stated in the Rule Book and to perform its obligations to you under statute or contract. This involves processing of personal and sensitive data under the current data protection legislation. We will store your personal data only for the period necessary under law to enable us to fulfil our legal obligations. You have the right to request access to your personal data and its rectification, erasure, restriction on processing, and portability. You have the right to withdraw consent for sharing your personal data and to complain to the Information Commissioner. Usdaw and its Data Protection Officer may be contacted at Usdaw Head Office, Voyager Building, 2 Furness Quay, Salford Quays, M50 3XZ.



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‡ Full terms and conditions of the prize draw are at [uia.co.uk/prizedraw](https://uia.co.uk/prizedraw).

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