

NETWORK

THE BIMONTHLY MAGAZINE FOR USDAW ACTIVISTS | JANUARY/FEBRUARY 2023

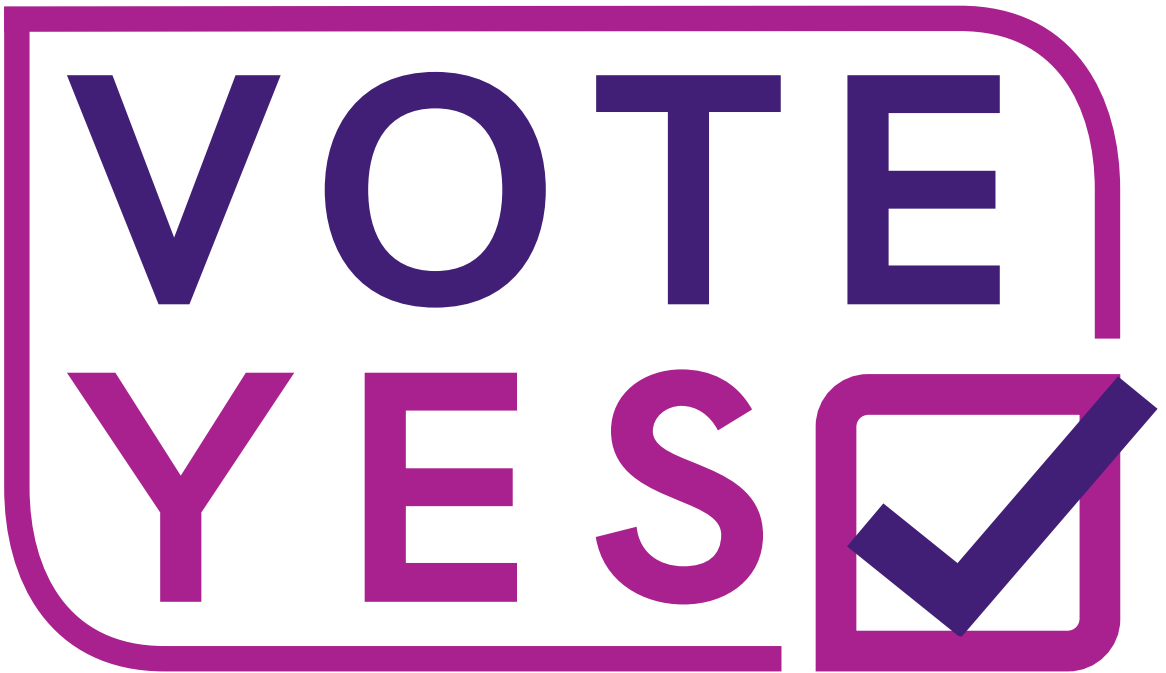


OUTSTANDING ACTIVISTS

REPS RECEIVE TOP RECOGNITION AT AWARDS NIGHT

Usdaw's Political Fund Ballot

6-31 March 2023



Thanks to Usdaw's Political Fund, we have been able to:

- Run strong campaigns lobbying for improvements to workers' rights and the living wage.
- Campaign for, and win, improved protection against violence and abuse for frontline workers.
- Prevent Sunday opening hours for large stores being extended on a number of occasions.

To continue this work, we need to keep our Political Fund - Vote Yes.

- Vote Yes For a Voice**
- Vote Yes For Your Campaigns**
- Vote Yes For Success**



www.usdaw.org.uk

UsdawUnion





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NEW SCANDALS SAME OLD TORIES

A few weeks into the new year and the Tories are already mired in scandals.

In one weekend alone there's been two major controversies. The first involved the party's chairman and Cabinet Office minister Nadhim Zahawi paying a penalty (in the region of £5m) to HMRC over unpaid tax while he was chancellor. And the second involved the ex-prime minister Boris Johnson recommending Tory donor Richard Sharp for the role of BBC chairman after Mr Sharp helped him arrange a guarantee on a loan of up to £800,000.

This comes on top of a number of other prominent resignations, bullying allegations and breaches of the ministerial code.

While millions face soaring mortgages and rising fuel and food prices, Number 10 continues to be embroiled in a revolving door of chaos.

Again and again, similar allegations come up which shows that there is something seriously wrong at the heart of the Conservative Party.

Working people are fed up. They're fed up of living through a decade of austerity to find things are actually worse than they were when the Tories came into power.

They're fed up with stagnant wages and struggling to make



ends meet. They're fed up with the Government trashing the UK's reputation around the world. And they are fed up with the Tories lurching from one scandal to the next.

We cannot go on like this. We cannot carry on with a Government that has lost all credibility and a Government with out of control MPs.

This year, Usdaw will mobilise for a general election to get this Tory Government out and win decent work, fair pay and dignity for all workers.

Usdaw General Secretary

Paddy Lewis

When you have finished with this magazine, give it to a workmate.



citizens advice



- If you can't pay your bills.
- If you're struggling to pay your rent, want to end your tenancy or are worried about being evicted.
- If you have no money for food.
- Check what benefits you can get.

Citizens advice can advise you on benefits, money, housing, family, health and more.

You can contact via phone/email/live chat.

[www.citizensadvice.org.uk/
contactus](http://www.citizensadvice.org.uk/contactus)

SAMARITANS

- Whatever you're going through, a Samaritan will face it with you.
- 24 hours a day, 365 days a year.
- Via phone or email.

www.samaritans.org

StepChange
Debt Charity

- Free, confidential and expert debt advice and money guidance.
- Find the best solution or service for your individual circumstances.
- Support while you deal with your money worries, for as long as you need their help.

[www.stepchange.org/
contact-us](http://www.stepchange.org/contact-us)

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PROTECT THE RIGHT TO STRIKE

Usdaw members are being asked to sign a petition to oppose the Government's planned anti-union legislation which could make it illegal for workers to strike.

The Strikes (Minimum Service Levels) Bill 2022-23, proposes that when workers democratically vote to strike, they could be forced to work and sacked if they don't.

The law would stipulate minimum service requirements in certain sectors during strikes and workers would have to comply or face losing protections against being sued or dismissed.

These new laws are a direct attack on working people's fundamental right to strike to defend their pay and other terms and conditions.

The Government railroaded the Bill through the House of Commons without accepting a single amendment. The measure now goes to the House of Lords.

Usdaw is also one of 11 trade unions to launch a TUC co-ordinated judicial review of the Government's regulations to allow agency workers to fill in for striking workers and break strikes. The High



Court has now granted permission for the legal challenge and a hearing will be held from late March onwards.

Usdaw general secretary Paddy Lillis said: "The Government is trying to introduce rules to make it much more difficult for union members to take strike action. Going on strike is always a last resort for any worker. However, the threat of strike action helps to focus the mind of employers on reaching an agreement in negotiations. As such, it is essential that we protect the right to strike

"Usdaw is working with other unions through the TUC to fight the Government's plans

and we are urging our members to join the campaign by signing the petition. In the middle of a cost of living emergency the Government has the wrong priorities as they fast-track this legislation, which amounts to nothing more than an ideological attacks on workers' rights.

Once the Bill goes to the House of Lords, I hope it receives the scrutiny it deserves.

"Instead of undermining trade union members, the Government should be working with trade unions to eliminate low-pay and insecure work and they would do well to adopt Labour's New Deal for Workers. The Tories promised to 'level up' and

'build back better' after the pandemic, but instead ministers are disgracefully seeking new ways to make it harder for working people to bargain for better pay and conditions.

"The Government should be focussed on negotiating settlements not undermining workers' rights with unwanted legislation that is probably illegal."

Sign the TUC petition at: www.megaphone.org.uk/petitions/protect-the-right-to-strike



USDAW EDUCATION AND TRAINING

APPLICATIONS FOR SUMMER SCHOOL OPEN



Activists looking to play a bigger role in the union are now invited to apply for Summer School 2023 which will take place in September at the impressive Hillscourt in Birmingham.

First Series Summer School 3-8 September

This week-long residential course is very popular among members and reps looking to learn more about the union, boost their confidence and network with other like-minded activists.

Second Series Summer School 17-22 September

Members who have already

completed Summer School1 are invited to apply for the next instalment. Summer School2 takes a more in-depth look at trade unions, organising, politics, equality and health and safety.

The union pays board and accommodation fees for both Summer Schools and members awarded a place will be entitled to claim travelling fares and any appropriate allowances.

HOW TO APPLY

The national executive council has authorised each branch to nominate up to two members for each Summer School. Application forms must be signed off by your branch

and received by your regional secretary no later than Thursday 23 March. Successful nominees will be selected by the national executive council from the shortlist submitted by each regional council.

Please note: Second Series Summer School is open only to members who have already attended First Series Summer School or members who attended Second Series Summer School in 2019 or earlier. Members who attended Second Series Summer School later than 2019 are ineligible to attend Second Series Summer School 2023.

For more information visit:
www.usdaw.org.uk/summerschool

MEMBERSHIP FOR WEEK ENDED 21 JANUARY 2023

South Wales & Western	42,037
Eastern	51,235
Midlands	47,279
North Eastern	59,780
Scottish	36,278
Southern	49,373
North West	76,323
Total	352,305

Access to **Labour Research** online resources for Usdaw Reps

A first rate service that publishes very useful news and information, designed specifically for reps, on a whole range of workplace topics, such as the monthly Labour Research magazine, Workplace Report, Fact Service and Safety Rep publications.

To access the resources, please log in using the following details at:

www.lrdpublications.org.uk

Username: **usdaw** Password: **Uสดaw1891**

USDAW TESCO PARTNERSHIP

PAY RISE FOR TESCO BANK

Over 3,400 Tesco Bank staff will receive a much-needed 'cost of living' pay increase.

Ninety per cent of the bank's workforce are eligible for the increase of £1,250 (on a full-time equivalent basis) which was effective from 8 January 2023.

The uplift to salaries is in addition to the bank's annual pay review which will follow in May 2023 as normal and will see further uplifts in pay for the majority of employees.

Usdaw national officer Daniel Adams welcomed the rise: "As the cost of living crisis has deepened,

Usdaw has continued to engage with Tesco Bank on what can be done to support employees through this incredibly difficult time. As a result we were pleased to be able agree a £1,250 uplift to salaries ahead of the normal pay review in May.

"Not only is this a welcome step but, given this is a permanent increase rather than one off payment, it will also flow through into other elements of the reward package, including pensions and bonus. Furthermore, the approach demonstrates the value of employers working positively with trade unions."

IMPROVED TERMS AND CONDITIONS

SAINSBURY'S ARGOS BOOST

Usdaw has welcomed the news that 127,000 Sainsbury's and Argos store staff will have their pay boosted to £11 per hour from February. The company is also providing access to staple food items during shifts, along with increased discounts at Sainsbury's and Argos. The free food will ensure that staff can have something to eat while they are at work and the longer and deeper discounts helps staff plan and manage their budgets.

Usdaw national officer Dave

Gill said: "We have kept open our dialogue with Sainsbury's and we are pleased the business has responded so positively.

"The scale of the financial challenges facing all workers is immense and there still needs to be significant interventions from Government. Usdaw is campaigning for urgent action. Alongside this, we continue in talks with all the employers to secure urgent assistance to tackle the hardship that many members are facing."

Diary Dates

FEBRUARY

- 1 - 28 Feb LGBT+ History Month
- 2 Feb Time to Talk Day
- 13 - 19 Feb Heart Unions Week
- 17 - 19 Feb Scottish Labour Party Conference
- 24 Feb Last Date for Return of Amendment Form for ADM 2023

MARCH

- 8 Mar International Women's Day
- 6 - 12 Mar Young Workers' Week
- 9 - 10 Mar BTUC Women's Conference, London
- 25 - 26 Mar Usdaw's National Political Conference

APRIL

- 1 - 2 Apr TUC Young Workers Conference
- 17 - 19 Apr STUC Conference
- 21 - 23 Apr TUC Black Workers' Conference
- 23 - 26 Apr Usdaw's 76th Annual Delegate Meeting
- 28 Apr Workers Memorial Day

www.usdaw.org.uk/events

WIN

£100



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gift vouchers



working with Usdaw

at **WWW.USDAW.ORG.UK/WIN**

Sponsored by UsdawProtect. www.usdaw.org.uk/usdawprotect Closing Date 7 March 2023. Terms apply.

LGBT+ HISTORY MONTH

REMEMBER, SHARE AND CELEBRATE

In the UK LGBT+ History Month is celebrated every February, to coincide with the 2003 abolition of the now infamous, anti-LGBT legislation Section 28. It is a month-long annual celebration of lesbian, gay, bisexual, trans, and non-binary history, including the struggle for equal rights at work and in society.

LGBT+ History month gives everyone the opportunity to:

- Highlight and make visible LGBT+ people's lives.
- Remind ourselves of the hard-fought struggle for LGBT equality and commemorate those who lost their lives.
- Remember and stand in solidarity with those who are still without rights and live in countries that criminalise private, consensual, same-sex sexual activity.
- Share the hidden histories of LGBT+ people not taught at school.

- Redouble our efforts to tackle LGBT+ discrimination and prejudice at work and in wider society

Usdaw is proud to celebrate and support LGBT+ History Month. And on a practical level, the union takes a number of positive steps to ensure that LGBT+ members are visible and involved in Usdaw. For example, the Regional Equality Forums have places for LGBT and non-binary members; Usdaw sends a full delegation of LGBT+ members to TUC LGBT+ Conference every year;

supports reps and members who want to take part in Pride events; organises an annual get-together for members who identify as LGBT+ and produces literature to raise awareness.

Visit Usdaw's LGBT+ History month webpage to download the union's LGBT+ History month poster to display on your noticeboard, to access the union's leaflets on LGBT+ rights at work and to find out more about how to support LGBT+ members in your workplace.

www.usdaw.org.uk/LGBT

Section 28

Section 28 was a law introduced by Margaret Thatcher's Conservative Government in 1988. It banned councils and schools from "promoting the teaching of the acceptability of homosexuality as a pretended family relationship." The law was finally overturned in Scotland in 2000 (where it was known as Section 2A) and in the rest of the United Kingdom in 2003.



Usdaw's Head Office welcomed a group of newly-elected branch officers in January for a five-day, tailor-made course looking in detail at every aspect of Usdaw. It's an essential part of the training for all Usdaw branch officials to provide the skills they need to support members. For more information visit www.usdaw.org.uk/education

SCOTTISH LABOUR WOMEN'S CONFERENCE 2023

COST OF LIVING CRISIS IMPACTS WOMEN

An Usdaw delegation attended the Scottish Labour Women's conference in Glasgow in January where the union called on Scottish Labour to address the disproportionate impact of the cost of living crisis on women workers.

Usdaw's regional officer for Scotland Tracy Gilbert said: "Women in Scotland are disproportionately affected because they are more likely to be poor. Women take more unpaid time out of the labour market and cuts in public services are

replaced by women's unpaid labour.

"While many of the solutions lie with the UK Government, it is clear that the Scottish Government can do more to boost incomes and reduce living costs using devolved powers. Investment in public transport to reduce transport and fuel costs, in social housing and in social infrastructure, particularly care services, should be a high priority."

Usdaw is calling on the Scottish Labour Party for:

- Awareness of and action on the

gendered impact of the cost of living crisis.

- Benefits to keep pace with inflation.
- Abolition of the benefits cap and two-child limit.
- Conversion of Universal Credit advances into non-repayable grants.
- Increases in ESA, Jobseekers' Allowance and Statutory Sick Pay.
- Ending no recourse to public funds, which excludes many migrant women from support.

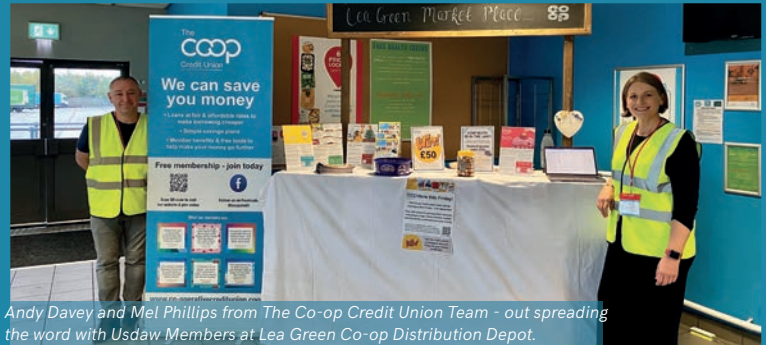
SUPPORTING MEMBERS' FINANCES

HELP MAKE THE NEW YEAR A BRIGHTER ONE FOR YOUR MEMBERS

One of the benefits open to Usdaw members is free membership of The Co-op Credit Union. And it could be a particularly useful benefit to make your colleagues and members aware of at the moment, with the rising cost of living causing money worries for so many.

The credit union offers a range of practical and accessible financial support. From easy ways to start saving - to help getting on top of debts. They're a not-for-profit organisation with fair interest rates on loans which can be more competitive than those on offer elsewhere.

They also have a range of support available to help with the rising cost



Andy Davey and Mel Phillips from The Co-op Credit Union Team - out spreading the word with Usdaw Members at Lea Green Co-op Distribution Depot.

of living - from a free budgeting app to a Benefits Calculator tool which can help uncover any benefits and tax credits people might be missing out on claiming. It's most often working people on low incomes who

don't realise they're missing out, potentially to the tune of hundreds of pounds each month. There's also a range of cost-of-living support and free resources as well as member offers, discounts and regular communications to support financial wellbeing.

CAN YOU PUT UP A POSTER?

Help spread the word with your members about this valuable free benefit. Get a free A4 poster or some leaflets to share with your colleagues. Simply get in touch via the website to request - scan QR code or visit:

www.co-operativelending.co.uk/usdawreps



MARCIN Usdaw Member Liverpool

"I've been a member of the credit union for around 4 years now. On several occasions, the money I've saved has been enough to cover an unexpected bill. Plus, it's had a positive impact on my credit scores."



DISABILITY ISN'T ALWAYS VISIBLE

Practical advice for reps on the challenges faced by members with hidden disabilities

Most people, when thinking of disability, think of a wheelchair user or a person with a guide dog. But the vast majority of disabilities aren't immediately obvious to someone who isn't familiar with that person's circumstances. Members with hidden disabilities often feel that they have to repeatedly prove their condition to new managers and colleagues.

The support of a rep can make a positive impact on disabled

members' working lives and can often be crucial in getting their disability recognised at work. That's why our guide is an invaluable resource.

Part of the union's Disabilities series, this leaflet contains clear, practical advice on the specific challenges faced by members with hidden disabilities, as well as more general information on the Equality Act (Disability Discrimination Act in Northern Ireland).

Read online: dtp.usdaw.co.uk/446

For a complete list of Usdaw publications and to order visit:
dtp.usdaw.co.uk/PublicationsCatalogue

NEW IN!

Leaflets & Booklets

The Usdaw Home Study
(Leaflet 130)

Things you need to know as a Union Learning Rep
(Leaflet 392)

Supporting Young Workers – Your Rights At Work
(Leaflet 396)

Member Offers (Leaflet 398)

Supporting Young Workers – Workplace Mental Health
(Leaflet 450)

Protecting Retail Workers: Sharing Best Practices

Call Centre Workers - Abuse is not part of the job (Leaflet 414)

Posters & Flyers

Are You An Usdaw Rep Looking For Inspiration? Pensions Poster

Ushaw The Union for Young People at Work (Poster R54)

When Someone Dies - Guidance for Usdaw Members

Have you moved address or changed your name? (Poster R8)

Join Usdaw Here (Poster R9)

Not All Disability Is Visible (Poster R72)

Online bitesize courses

Data Protection Online course
www.usdaw.org.uk/ProtectionOnline

Maths and Money Matters
www.usdaw.org.uk/mathsmatters

Mind Your Head – Mental Health course
www.usdaw.org.uk/mindyourhead

More Than Words – English course
www.usdaw.org.uk/MoreThanWords

Pensions Home Study
www.usdaw.org.uk/PensionsHomeStudy



PADDY LILLIS INTERVIEW

General secretary Paddy Lillis sets out his priorities for 2023 and talks about some of the challenges facing Usdaw

In his first interview of 2023, Usdaw general secretary Paddy Lillis talks to *Network* about the importance of recruitment, what Usdaw is doing to address the cost of living crisis, and the challenges facing the union.

Following the challenges brought on by the pandemic, is Usdaw membership back on track?

Last year was very challenging for our organisation. Although the number of new members recruited is close to pre-pandemic levels, we have seen a dramatic increase in the number of leavers.

Falling membership can impact us in a number of ways, it can reduce our bargaining strength, make negotiations more difficult and reduce our influence politically.

Rebuilding our membership density through our Organising Model is key to giving our members a stronger voice at work and ensuring a financially stable future for our union.

There are still hundreds of thousands of people working in companies where we have agreements and access who haven't joined the union – often because they haven't been asked.

I know times are tough for many people up and down the country, particularly for those working in jobs which are far too often low paid, with insecure hours. But with everything that's going on, it's more important than ever to make sure our colleagues are in the union and protected.

The cost of living crisis shows no signs of easing, what is Usdaw doing to help its members?

The cost of living remains the biggest issue facing the country, the union and our members. While inflation has dipped slightly on the latest figures, it still stands at 13.4 per cent.

Everyone is affected by the rising

cost of living, but the lowest paid workers are at the sharp end, and our call for a New Deal for Workers has become even more important. That's why we have stepped up member engagement in our campaign work.

Thousands of members emailed their MP to call for a New Deal for Workers, we had a fantastic Usdaw turnout at the TUC's We Demand Better march in June, our cost of living action weekend in August took us out on the street, gathering public support for the campaign, members travelled from across the country to lobby their MPs in Parliament in the autumn and tell them directly about the impact of the rising cost of living on them, their colleagues and their families.

Our response to the cost of living crisis hasn't just been about political campaigning – we're using our agreements to win the best possible deal for our members through collective bargaining too and a number of employers made extra pay increases outside the normal retail negotiations.

Is the cost of living affecting people's mental health?

There's no doubt that the cost of living is affecting our members' physical and mental health.

We know people are cutting back on heating and in some cases not turning it on at all which can be dangerous and exacerbate existing conditions. A tight budget drives people to buy cheap, less nutritious food which can lead to poor mental and physical health. Then there's the worry about not being able to pay the bills, having to use a food bank or getting into debt.

Usdaw has been campaigning on mental health for over a decade now. We were one of the first unions to take up mental health as a health and safety issue. Our It's Good to Talk campaign provides resources for reps to organise and campaign on mental health at work. Rosena Allin-Khan, Labour Shadow Minister

for Mental Health, came to our head office to speak to Usdaw members about their experiences and Usdaw held an extremely successful Day of Action to raise awareness on how the union can support members who are struggling with their mental health at work.

After securing legal protections for shopworkers, what's next for the Freedom From Fear campaign?

It is shocking that over seven in 10 of our members working in retail are suffering abuse from customers, with far too many experiencing threats and violence. Worryingly one in five who suffered a physical assault did not report the incident.

Despite securing protection of workers laws in Holyrood and Westminster, there's still more work to do. Through our 'Report it to Sort It' campaign we are encouraging shopworkers to report incidents and employers to improve responses to incidents. But this is an issue that cannot be solved by the retail industry alone and that's why will continue to engage with politicians and the police to press for action on retail crime prevention, detection and access to justice.

Childcare is becoming increasingly unaffordable in this country, what can the Government do to help struggling parents?

Childcare in Britain is the least affordable in the West. Coupled with the cost of living crisis, many low-income parents simply cannot afford formal childcare, something that risks reversing decades of progress women have made in the labour market and increasing the gender pay gap.

The Government has done nothing to address this. That's why Usdaw is calling for immediate government action to help working parents. We need decent pay, family friendly rights and affordable childcare.



Can you tell us about Usdaw's new Black Activists Programme?

Study after study shows that Black and Asian workers suffer from an ethnic pay gap as well as being overlooked for promotion and training opportunities. We know from the TUC's landmark research, that 120,000 workers have left their jobs because of racism in the last five years and that many more are experiencing in-work poverty so our efforts to deliver equality and dignity for Black workers must continue.

I'm on the TUC's Anti-Racism Taskforce which works with employers and trade unions to tackle structural racism in workplaces as well as in unions themselves. After listening to our Black activists, I decided to launch a new pilot Black activists programme to encourage, develop and support Black members who want to become more involved in the union. Training will include a mix of classroom and non-classroom based activities to support each member. We are still working out the finer details, but I will be overseeing this personally

and I'm determined to launch it after ADM this year.

What is the next big challenge facing Usdaw?

In the 1980s, Margaret Thatcher's Conservative Government introduced laws that were intended to make it as hard as possible for trade unions to campaign on behalf of their members. One of these laws was that every 10 years, there would have to be a ballot on whether members kept their Political Fund. That review is this year.

Employers spend millions lobbying government to protect their interests. Trade union political funds try to redress that balance. Usdaw has used the Political Fund to lobby politicians on the issues that matter to Usdaw members and has delivered on Sunday trading laws and laws protecting shopworkers against violence and abuse.

Usdaw is currently lobbying government to take action on raising the minimum wage, guarantees on working hours, better sick pay, reforming and replacing Universal Credit, better quality affordable

childcare, and measures to help members through the Cost of Living crisis. Without the fund we would struggle to do this important work.

Do we need a general election?

The UK is facing a series of profound economic and social challenges. Over a decade of austerity has meant that nurses and teachers are having to use food banks and hard-working families having to choose between eating and heating. Virtually every public service is on strike: nurses, ambulance workers, postal workers, border staff, civil servants and teachers. On top of this we are still dealing with the consequences of Brexit, Covid and the war in Ukraine.

Instead of focusing on these issues, the Conservative Government has turned its back on working people. They promised to improve workers' rights but are undermining the right of trade union members to strike and a bonfire of EU laws will be rushed through this year, potentially removing essential protections for workers without a



Freedom From Fear Summit, Westminster
TUC Cost of Living March, London
Tesco Extra Bradley Stoke, Bristol

proper plan to replace them.

We need a general election now. We need a government that will transfer wealth from the richest to the poorest in society. We need a government that will invest in our schools, our NHS and our communities. And we need a government that works with trade unions to deliver a better life for our members.

Do you have a message for the Usdaw reps and activists?

I'm proud to say that Usdaw has some of the best recruiters, organisers and campaigners in the trade union movement. Usdaw reps have been at the forefront and continued to do an amazing job in supporting members, their communities and their families, first through Covid and now the cost of living crisis. The commitment they demonstrate in organising their workplace and advising members is invaluable and makes a real difference to their members' lives. I want to thank them for the invaluable role they play in making their workplaces fair and just.



Welcoming staff at Usdaw's National Seminar in January 2023

CAMPAIGNS

Keeping you up-to-date on Usdaw's priorities

INFLATION DEVALUES WAGES

Millions of families continue to be under increased pressure to meet rising food, fuel and energy costs as well as increased mortgage and rent payments as wages struggle to keep up amidst the cost of living crisis.

In January, the Retail Prices Index (RPI) rate of inflation dipped to 13.4 per cent and the Consumer Prices Index (CPI) rate to 10.5 per cent, but the rate still remains close to a 40-year high making it difficult for low paid workers to make ends meet.

The union wants urgent action to address the crisis and offer some much-needed relief to families who have been struggling for far too long. It's calling on the Government for a New Deal for Workers to include:

- Minimum wage of at least £12 per hour immediately, as a step towards £15 for all workers.
- Minimum contract of 16 hours per week, for everyone who wants it, that reflects normal hours worked and a ban on zero-hour contracts.
- Better sick pay for all workers, from day one, at average earnings.
- Protection and respect at work.
- Proper social security system, Universal Credit does not provide an effective safety net.
- Job security, with day one



employment rights for unfair dismissal and big improvements to redundancy protections.

- Fair treatment and equality for all workers, including equal pay.
- Voice at work, stop rogue employers refusing to engage with trade unions. End 'fire and rehire'.

Usdaw general secretary Paddy Lillis said: "Any reduction in the level of inflation is welcome, but prices are still sky-rocketing. Beneath these headline statistics are frightening increases in the prices of basics, which hit those on the lowest income hardest.

"Usdaw recently conducted a survey of over 7,500 members,

mainly key workers: Almost three-quarters have struggled to pay an energy bill over the past twelve months; 43% no longer use the heating, and over a third have cut down on essentials such as food.

"Only Labour has promised to deliver a new deal for workers, while the Conservative Government has failed to deliver their promises to 'build back better' and improve employment rights. Instead they are focussed on legislating against trade unions and their members seeking fair pay awards. It is clear that only Labour will deliver for our members and all workers, so we need a general election now."

USDRAW YOUNG WORKERS' WEEK - 6-12 MARCH

The theme of this year's Young Workers' Week is mental health.

Events will be taking place at workplaces, colleges and street stalls, recruiting young workers to Usdaw and encouraging them to play an active role in the union.

Usdaw general secretary Paddy Lillis says our jobs can have a significant impact on our mental health: "Being in work can be positive experience but certain aspects of work such as short and unpredictable hours, low pay and

dealing with abusive customers can have a toll on mental health.

"Young workers are much less likely to speak to someone at work or ask for help. Trade union reps can help and support members when it's needed most."

TIME TO TALK DAY

MENTAL HEALTH AWARENESS AT WORK

Time to Talk Day takes place on Thursday 2 February. The day is run by the mental health charities Mind and Rethink Mental Illness to raise awareness of the importance of conversations with family, friends, or colleagues about mental health. We all have mental health issues. By talking about them, we can support ourselves and others.

Talking about mental health at work lets Usdaw members know that if work is impacting on their mental health or where their mental health might be affecting them at work (for example impacting on their attendance or performance) then we can help.

Our It's Good to Talk mental health campaign runs all year round. The campaign materials are free and available to order any time.

Campaign packs contain everything you need to run a workplace event including posters, leaflets and giveaways, like pens and notepads, to draw attention to your campaign stand.

If you've never been involved in the campaign before, getting involved doesn't have to be hard work and it could even be fun! Small things can make a big difference when it comes to mental health. Here's just some of the things you could do to get the message out that mental health is a workplace issue:

- Talk to your manager about holding a mental health campaign event in your workplace. If you come up against any problems getting release or space to do this, get in touch with your area organiser for support.

- Display our leaflets and poster on your workplace noticeboard – just choose the 'noticeboard pack' when ordering. This is a great option if you don't have the space or time to run a full campaign event.
- Run the survey in your workplace and share the anonymous results with your rep team, your manager and the union. You can download copies of the survey online.
- Or simply have a chat to check in with your colleagues, family and friends about how they are feeling! Visit the Usdaw website for more information or to place your campaign order:

[www.usdaw.org.uk/
Campaigns/Mental-Health](http://www.usdaw.org.uk/Campaigns/Mental-Health)

HOW MENTAL HEALTH DAY HELPED...

Usdaw's recent Day on Action of Mental Health on the 10 October generated a huge response from reps with over 700 workplaces taking part. Reps who took part told us the campaign helped people in their workplace to feel more able to open up about their mental health. Here some of the things they said about the day:

"Some of my colleagues feel that they should be ashamed in having some kind of mental health issues, but they now feel relief knowing that there are people out there willing to help them."

"The amount of my colleagues that have approached me was brilliant."

"Two colleagues who had never spoken about their mental health felt able to talk openly about it."

"I still leave leaflets out in the staff room for people to read. I found the Reps Guide very welcome and because of that I manage to help others."



REPS STEP UP RECRUITMENT

Usdaw activists, reps and officials go all out and give a big push to boost the union in Membership Week

Usdaw's first Membership Week of the year took place in January with the union's army of dedicated activists and reps pulling out all the stops to boost recruitment in their workplaces.

Hundreds of promotional events were organised in a bid to encourage non-members to sign up, and remind existing members of all the fantastic opportunities and benefits available through the union.

Usdaw general secretary Paddy Lillis was delighted that so many reps took part. "I'm always impressed with the determination and sheer

hard work of our activists all year round," said Paddy. "Recruiting can be tough at the best of times, but recruiting over the last couple of years has been particularly difficult. We have seen a huge amount of change in the sectors we organise in, and particularly in the retail industry. This has been deeply unsettling and is why union membership is absolutely crucial.

"Our two national Membership Weeks remain central to maintaining and increasing our presence and influence in workplaces up and down the country."



Main picture: Tesco Lichfield

Bottom l-r: Martin Browers Heywood; Evri Barnsley; Co-op





Distribution West Thurrock





VOTE YES FOR A VOICE

A brief guide to Usdaw's Political Fund, explaining what it is and why unions need their funds to effectively campaign on the issues that matter to their members

With the cost of living crisis, growing challenges in the workplace, and the threat of increasing attacks on workers' rights, campaigning is more important than ever. To campaign effectively for its members, Usdaw needs to retain its Political Fund.

What is the Political Fund?

Like most large unions, Usdaw maintains a Political Fund. This money is kept separately from the union's general funds and is the only money it's allowed, by law, to spend on political campaigning. The law sets out what campaign work and other activities are classed as political and because of this, there are a number of things that the union must pay for out of the Political Fund. The activities covered as political are surprising and include elements of key campaigns, information leaflets, encouraging members to register to vote, supporting members who

want to get involved in politics and supporting the Labour Party.

Why are we being balloted?

In the 1980s, Margaret Thatcher's Conservative Government introduced laws that were intended to make it as hard as possible for trade unions to campaign on behalf of their members. One of these laws was that every 10 years, there would have to be a ballot on whether members kept their Political Fund.

What has Usdaw's political campaigning achieved?

Usdaw has used the Political Fund to lobby politicians on the issues that matter to Usdaw members and has delivered on Sunday trading laws and laws protecting shopworkers against violence and abuse.

Usdaw is currently lobbying government to take action on raising the minimum wage, guarantees on working hours, better sick pay, reforming and replacing Universal

Credit, better quality affordable childcare, and measures to help members through the Cost of Living crisis. The Political Fund also directly supports those members who want to represent their communities by standing for election.

Isn't it all just about the Labour Party?

Not at all. Over its history, members of Usdaw (and its predecessor unions) decided that they needed a strong political voice and founded the Labour Party. Usdaw remains affiliated to the Labour Party to this day as the best representative of working people's political interests.

However, the Political Fund also supports the union's campaigns, wider political activities and helps to lobby politicians from all parties on issues that matter to Usdaw members. For example, Usdaw has spent years lobbying the Conservative Government to bring in a protection of shopworkers law.



Result of previous review ballots

In previous review ballots, Usdaw members have overwhelmingly backed keeping their voice by having a Political Fund, with 93 per cent voting in favour in 2013. In 2004, it was 81 per cent; 1995, 82 per cent; and in 1985, 88 per cent.

How much do members contribute to the Political Fund?

Members do not have to pay anything extra. The Political Fund contribution is 10p per week and is taken out of the normal Usdaw subscription through what is known as the 'Political Levy'. With members contributing only a small amount to the fund, Usdaw is able to deliver significant benefits on their behalf

What actions can reps take?

Here are some actions reps can take:

- Familiarise yourself with the

reasons the fund is important to Usdaw members. There are resources on the Usdaw website to help you with this.

- Talk to members about the fund, in conversations and at your branch meeting.
- Keep an eye on official Usdaw social media channels for posts about the fund and share the contents.
- Put up posters and distribute leaflets to members. Speak to every member about voting Yes before the ballot papers are sent out.
- Remind members once the ballot papers have been sent to vote Yes and return their paper as soon as possible.

When is the voting period?

The voting period runs from 6 – 31 March 2023. Ballots will be sent out around 6 March and should be returned (in the pre-paid envelope) by 31 March.

MEMBER VOICES

Darroch Logan

“With the passing of the Protection of Workers Act put forward by Daniel Johnson MSP, I felt my voice had finally been heard by politicians. As retail workers we’ve been campaigning with Usdaw for nearly 20 years to get our concerns on violence at work taken seriously, and with this law I knew we were. It’s thanks to the Political Fund we had this voice, and I’ll be voting Yes to make sure we keep it.”

Lebo Phakoe

“As a member of Usdaw, I went to Parliament to lobby my MP about the need for a New Deal for Workers. It’s important that trade unionists have a loud voice in politics. Politics affects all of our lives so why wouldn’t we want to influence it. I’m going to be voting Yes in the ballot so that we keep our voice.”

PROUD REPS

Activists took centre stage at Usdaw's 17th annual Organising Awards in Manchester. The event is unique in the trade union movement and helps to properly recognise the outstanding contribution Usdaw reps make in the year.

The ever-popular event took place in Manchester and saw talented and committed reps from all seven regions attend a ceremony to celebrate the very best recruiters, organisers and campaigners.

General secretary Paddy Lillis, deputy general secretary Dave McCrossen and president Jane Jones played host and presented national awards to winners in nine categories.

Usdaw general secretary Paddy Lillis said: "This event is all about recognising the hard work that our reps are putting in on a day-to-day basis. It is a real achievement to be nominated by your region and when I looked through the nominations, I was once again very impressed by the exceptionally high standard in all nine categories.

"Without people like you, Usdaw would not have made the fantastic progress it has made over recent years. Not all of Usdaw's activists are here tonight, so many thanks to the thousands of reps who have not won awards but have worked incredibly hard for the union.

"Tonight, we celebrate the very best recruiters, organisers and campaigners I congratulate every nominee and wish each of you the very best of luck with your nomination. Many thanks to you all for your hard work, dedication and commitment to Usdaw."



MOST PROMISING NEW ACTIVIST (JOINT WINNERS)
LEWIS WHEATLEY
Darlington (S) F172

In a short space of time, Lewis has become a familiar face in the North East. Not only is he a valued member of the rep team at DHL in Darlington, he sits on several Usdaw committees, completed Academy1 in 2022 and has done brilliant work recruiting and organising young workers across his region. Lewis also represented Usdaw at the national

TUC Young Workers' Conference. His union journey is an inspiration to young activists everywhere.

"I'm ecstatic that I won," said Lewis. "I can't thank people enough for all the support they have given me. Becoming a rep was the best thing I ever did, it's enjoyable and rewarding and I wouldn't change it for the world."

CHARLIE GOUGH
NW Tesco Retail No.6 K219
 Charlie has risen to become one



National winners: (back row from left) Michael John French, Usdaw president Jane Jones, general secretary Paddy Lillis, deputy general secretary Dave McCrossen, Charlie Gough, Lewis Wheatley, (middle row from left) Laura Murphy, Danny Hook (bottom row from left) Paula Campbell, Geoff Page, Nicola Fitzsimmons, Mihai-Andrei Puiu and Krzysztof Adamek.

of the standout reps in his region, regularly representing members in grievances and disciplinaries. Thanks to his hard work and skills as a recruiter, membership density in his Tesco store has reached an impressive 83 per cent. Charlie is active across his region, sits on various committees and takes part in both public and member-facing campaign days.

"I'm over the moon," said Charlie. "I've only been involved in the union for about 13 months so to be here

and win is a massive surprise. I'm going to carry on recruiting and raising awareness and ensuring the union goes from strength to strength."

HEALTH & SAFETY REP AWARD **MICHAEL JOHN FRENCH** *Yate and District A229*

Michael keeps the safety of his members high on the agenda at his workplace, a meat processing plant in Bristol, which has over 450 workers, plus a number of agency

migrant workers. He recently worked with management to install a new air conditioning system which enabled his members to work in reasonable temperatures. When production targets are raised, Michael is always on hand to ensure health and safety standards don't slip.

"I've been nominated a couple of times before so I wasn't expecting to win, I'm well chuffed," said Michael. "I plan to build on the work I have already done. It's been a great evening."



Usdaw general secretary Paddy Lillis, deputy general secretary Dave McCrossen and president Jane Jones with the joint national winners of the Most Promising New Activist Award Charlie Gough and Lewis Wheatley.

**EQUALITIES AWARD
PAULA CAMPBELL**

Orkney and Shetland G448

Paula has done brilliant work on a range of equality issues both in her Tesco store in Kirkwall, and across Orkney as a whole. She's challenged the local council to improve public transport for disabled people, organises activities in care homes and helped Syrian refugees integrate into the local community.

"I've been dealing with the equality agenda for a number of years as well as dealing with my own challenges and I'm honoured that I've won such a prestigious award," said Paula. "It's been a fantastic evening and I'm thoroughly enjoying myself."

**UNION LEARNING REP AWARD
(JOINT WINNERS)**

LAURA MURPHY

*Dundee Tesco Call Centre
Sata G451*

Laura is a shop steward and her passion for learning led her to take on the additional role as learning rep. As the only ULR in a branch of more than 500 members, she's

worked closely with other reps and management to identify training gaps, arrange the necessary support and engage members to get back into learning.

"I'm shocked and feel extremely privileged," said Laura. "I have an amazing mentor in Caroline Baird (project worker) and I honestly couldn't have done it without her. It's great being here and meeting so many like-minded people."

DENISE BARTRAM
Sussex No.1 H042

When her store launched a digital learning initiative, Denise quickly spotted that some colleagues needed extra help using the computers. She arranged for computers to be installed in the union learning centre, enabling members to learn at their own pace, and fully engage with the company's training courses.

"I never dreamed I would actually win, so I am gobsmacked," said Denise. "I'm really happy that the union recognises and appreciates the work reps do every day."

**CAMPAIGNS AWARD
NICOLA FITZSIMMONS**

*West Midlands Co-op and
Tesco E038*

Reps and officials throughout the region can attest to Nicola's endless enthusiasm for holding campaign days and ability to inspire others to get more involved. A passionate advocate of mental health awareness, Nicola pulled out all the stops during Usdaw's first national mental health campaign day, supporting activity in several different stores and companies.

"I'm elated because I try so hard to raise awareness of all our campaigns," said Nicola. "It's so important to let our members know about the wide range of support we can offer them. I can't describe in words how wonderful it is to be here and win."

**TEAM RECRUITMENT AND
ORGANISING AWARD
2 SISTERS THETFORD REP
TEAM
KRZYSZTOF ADAMEK AND
ROBERTA LIOBYTE**

2 Sisters Suffolk C082

The 2 Sisters Food Group site is one of the most multicultural sites in the union with less than 3 per cent of the 750 staff having English as their first language and the rep team are equally diverse. All five reps speak multiple languages, which is invaluable in their efforts to recruit and organise their colleagues. All their hard work is paying off, despite a high turnover of staff, membership density is increasing all the time.

"We weren't expecting it, it's a great feeling to have won," said Krzysztof. "The ceremony has been fantastic and it's nice to see fellow reps also winning. The best bit is hearing about the work they do in their stores and taking those ideas away to use in our own workplace."

INDIVIDUAL RECRUITMENT AWARD

DANNY HOOK Northern Morrisons F099

Danny has transformed Usdaw's fortunes in his workplace since becoming an activist. His Newcastle store had been without a rep for some time, meaning the membership felt disconnected from the union. Through regular

campaign days and clear communication, he has turned his store around and has increased membership density every year.

"I'm delighted and honoured to have won," said Danny. "I'm very fortunate because the people I work with are amazing. I've known some of them for 20 years so they're not just members but also friends. It's a privilege to represent them."

INDIVIDUAL ORGANISING AWARD

MIHAI-ANDREI PUIU NW AO.Com K241

Mihai has been vital to the success of the union at his Expert Logistics sites in the region since becoming a rep in 2019. He's helped the team grow to 15 reps, recruited hundreds of new members and was instrumental in keeping density high during the Covid pandemic. Mihai has been pivotal in boosting union density among his fellow Romanians who make up a high percentage of the workforce, and works across shifts and sites to ensure that both the company and the union grows.

"I'm still shocked," said Mihai. "I didn't expect it as I've not been a rep for that long. I became a rep before

Covid so it was tough but luckily, I had a lot of support from my area organiser. It's great to be here and meet some of my fellow reps."

OUTSTANDING ACHIEVEMENT AWARD

GEOFF PAGE Waltham Point Sainsbury's Distribution C028

Geoff has been a stalwart Usdaw activist for over four decades. He's held just about every lay position in the union and is an influential voice throughout his region. After a successful period as the full-time convenor at his Sainsbury's distribution centre, Geoff retrained as a TUC tutor and dedicated himself to training and developing the next generation of Usdaw reps. Geoff is now retired but is still active in the union and is highly respected by everyone in the Usdaw – respect earned over years of dedicated service.

"I feel very humbled to have won especially when the other nominees were so well known and respected," said Geoff. "I really appreciate the members and Usdaw staff who have supported me over many, many years."

REGIONAL WINNERS IN THE SPOTLIGHT



SOUTH WALES AND WESTERN REGION

STANDING (from left):
Simon Jordan
Andrew Thomas
Barbara Wilson (NEC),
Elliot Osborne (RCC),
Michael John French
Tracy Cannard (NEC),
George Fry

SEATED (from left):
Jason Phillis
Lisa Lewis
Bev Perkins
Nick Ireland (RS),
Davina Caine
Sandra Mitchell
Mike Walker (DRS)

Continued...



EASTERN REGION

STANDING (from left):
 Simon Vincent (NEC),
 Phil Waite (DRS),
 Nicholas Kevin Brown
 Nigel Scully (RS),
 Brian Lewis (RCC) & nominee

SEATED (from left):
 Sally Payne-Gamble
 Garry Prettyman
 Val Cooke (NEC),
 Krzysztof Adamek
 Geoff Page
 Pauline Lawrence
 Stephen Peaty
 Inset: Greg Pamula

NEC National Executive Council
 RCC Regional Council Chair
 RS Regional Secretary
 DRS Deputy Regional Secretary



NORTH EASTERN REGION

STANDING (from left):
 Andy Musgrove
 Kevin Robson
 Angela Partington (RCC),
 Joanne Thomas (RS),
 Mike Dixon (NEC),
 Lewis Wheatley
 Jo Crumplin (NEC)

SEATED (from left):
 Jayne Chapman
 Danny Hook
 Steven Wilcock
 Pat Buttle
 Barbara Fieldhouse
 Sally Towse
 Cathy Godfrey (DRS),



SOUTHERN REGION

STANDING (from left):
 Keith Jones (NEC)
 Robert Donnelly (RS),
 John Barstow (NEC),
 Jamie Gull (DRS),
 Beccy Ruddick

SEATED (from left):
 John Hibberd
 Matthew Cooper-Teague
 Christopher Prince
 Su Patel (RCC)
 James Conlan



MIDLANDS REGION

STANDING (from left):
 Gareth Davies (DRS),
 Robert Marples
 Thomas Shott
 Mohammad Rizwan Imam
 Nouman Yousaf
 Karl Lockley (NEC)
 Gareth Coates

SEATED (from left):
 Michelle Whitehead (RCC)
 Kate Macleod (NEC)
 Julie Haycraft
 Nicola Fitzsimmons
 Mark Hopkins
 Gavin Dudley (RS)
 Jon McEwan



SCOTTISH REGION

STANDING (from left):
 Tracy Gilbert (RS),
 Stephen McDermid
 Robert Killin (NEC),
 Paul Watson (RCC)
 Steven Frew
 Michael Ord

SEATED (from left):
 Tony Doonan (DRS)
 Paula Campbell
 Natalie Smyth
 Stephanie Queen
 Laura Murphy
 Derek Mitchell
 Susan Donaldson (NEC)



NORTH WEST REGION

STANDING (from left):
 James Taylor
 Mike Aylward (RS),
 Amanda Bailey-Coll (DRS)
 Robert Atkinson
 Ian Beesley

SEATED (from left):
 Robert Bell (NEC)
 Sam Davies (NEC)
 Janet Hankin (NEC)
 Terry Adair (RCC)
 Pat Gibbons
 Mihai-Andrei Puiu
 Charlie Gough



ACTIVIST IN-DEPTH PAT GIBBONS

Pat Gibbons has worked at Tesco Prescott for 18 years and is currently based in their F&F clothing department. *Network* caught up with Pat to talk about her activism, the importance of supporting disabled workers and why she loves being a rep.

How did you get involved with Usdaw?

I come from a family of trade unionists, my dad was a miner and then he worked for Ford, so trade unionism is in my blood. After my induction, when Tesco asked if anyone had any questions, I raised my hand and asked, "How do I join the union?" I became a rep a couple

of years later and as they say, the rest is history.

The density in your store is 70 per cent, how have you achieved this?

Having a well-attended branch is key to having an organised workplace. When I first started, only a couple of people would turn up for the branch meetings. I worked with the branch chair Lee Mullin to see if we could rectify this.

We visited the stores that fell in our branch and spoke to colleagues about what they wanted from us, from the branch and when was the best time to hold meetings so that they could attend. Slowly attendance

increased and we now have around a dozen people turning up to our meetings. Branch meetings are a great way of members getting to know the reps, building trust and publicising the range of things the union does.

What kind of things do you get involved in as a rep?

The day-to-day work revolves around advising and representing members but there's so much more to it than that. Getting involved in the union opens a whole range of opportunities. One week you could be running a campaign on Freedom From Fear and inviting Labour councillors to talk to staff about their

experiences and on another day you could be attending an event at the TUC. I've also done a number of TV and radio interviews on behalf of the union to talk about Freedom From Fear and explain to the general public how frightening it can be to work in retail and why we need legal protections.

What are you currently involved with?

I'm involved in a couple of initiatives set up in Liverpool that provide a space for women to talk openly about their menopause experiences. After years of stigma and shame, women can finally talk openly about what they're going through. Both groups give me the floor to talk about how the union can help with this as well as other workplace issues.

This year, I will be taking a proposition to ADM asking for a Hillsborough Law. It's a legacy law that calls for a statutory duty of candour to be placed on public servants. The aim is to prevent cover ups such as the one we saw at Hillsborough.

You're an Usdaw rep, branch secretary, a regional councillor, political committee member and you sit on the equalities forum, how do you balance your health with the work you do for the union?

A few years ago, I became disabled due to being diagnosed with chronic osteoarthritis. It's a slow but progressive condition that affects my feet, knees and hands, and means I have to use a walking stick. Despite this, I was still managing to work full-time but then I got Covid and long Covid. Shortly after this, I was diagnosed with fibromyalgia

which is an awful condition that leaves your body feeling like its bruised all over and the fatigue is horrendous.

Being disabled made me realise that it doesn't always take a lot to keep disabled people in work, most of the time you just need a bit of support and understanding. I've been very lucky because my employer let me drop my hours from 36 to 13, which helped me manage my condition, stay in work and continue with my union duties.

Being a disabled rep is definitely more challenging but Usdaw has been so good to me over the years and has always sorted out any accessibility issues as well as offering me additional support when I've needed it. I would honestly say my trade union work has kept me going. It keeps my brain active and my body moving. I'm scared that if I sit still, I might never get up again!

Are you political?

It's hard not to be political when you come from Liverpool! My dad was a lifelong supporter of Labour and so am I. I'm a member of my local CLP (Constituency Labour Party).

The Government has savagely cut budgets for over a decade and we are now feeling the effects of those cuts with food and warm banks being normalised, strikes in every sector and soaring NHS waiting times. I've been waiting 14 months to see a heart specialist. And it's not just me. Everyone around me is suffering, from the people who lost loved ones to Covid to people who are struggling to pay their energy bills. I will be working hard to ensure that Labour wins the next general election because God help us if the Tories get in again.

What's next for you?

I'm attending the Organisation Awards because I've been nominated for the Outstanding Achievement Award. I spend my life in jeans so I'm looking forward to getting all dressed up for it. I'm 62 and slowly pulling away from some of my union duties. I'm hoping that this will encourage other people to take up the mantle. The movement needs new blood. It needs young people. Even when I retire, I know I'll stay involved in the union because the labour movement means everything to me.

WHAT'S YOUR STORY?

Get in touch and tell us what you've been doing in your workplace.

network@usdaw.org.uk



Pat celebrating 150 years of the TUC



Hundreds of events were held in workplaces across the country last November to mark the union's annual Respect for Shopworkers Week.

At Tesco in Andover, reps used their event to remember former colleague John Carroll who was brutally attacked while on shift last year and sadly later died in hospital. Meanwhile in Brent Cross, reps decided to take a different approach to the campaign and visited a local high school.

TESCO ANDOVER

Usdaw activist Vanessa Jackson knew a Respect Week campaign at Tesco Andover was vitally important this year following the killing of colleague John Carroll in 2021.

John was collecting trollies when he tried to stop an associate of his attacker doing wheelies in a store wheelchair. He was punched hard in the face which broke his jaw, and he fell heavily to the ground fracturing his skull. The 62-year-old sadly died in hospital 12 days later. His attacker pleaded manslaughter and was sentenced to nine years in prison.

"It was a Respect Week campaign day but it was also a memorial to John," said Vanessa, an active rep and member of her regional equalities committee who organised the event. "It was a hard day for everyone, but we knew that holding the event was crucial to raise awareness about what happened to John and the violence and abuse that shopworkers face every day.

"We were honoured to be joined by the Mayor of Test Valley councillor Alan Dowden who made a very poignant speech about John and attested that we need better laws in place to protect people at work. He collected some campaign information to share at a council meeting and has since written a

letter thanking everyone involved. We were also joined by the local police and firefighters who were there on the day that John was attacked.

"John was a very popular and kind man who was always doing things for others. You could tell his death not only affected his colleagues in the store but also the local community by the amount of support we had for the campaign. We had lots of visitors sharing their memories about John and people were very keen to sign the Respect Week petition.

"I spoke to John two weeks before his death and he was extolling the virtues of unions saying he'd always been a member of a union for as long as he could remember. That's why I was so determined to make sure that the event went well.

"I've always promoted the Freedom From Fear campaign since I became a rep 13 years ago. I used to work for Co-op Group in Andover. I'm retired now, but I'm still very actively involved because I believe everybody needs this union. We should hold Freedom From Fear campaigns all year round, not just in Respect Week. The campaign is so important."

TESCO BRENT CROSS

Trish Quinlivan and the team of reps at Tesco Brent Cross decided to do things a little differently this year and got the local high school involved in their Freedom From Fear campaign.

"We always take part in Respect Week in store but this year I wanted to find a different approach that would really get the message across," said Trish who has been an Usdaw rep for over 15 years and is also her store's community champion. "The pupils at Whitefield school are our customers and they're the future generation so I thought why not start with them.

"On the day we spoke to a class of about 35 students aged between 13 and 16. My manager talked about Tesco and the business side and then I spoke about the union, what

the Freedom From Fear campaign is and why we have it. I also talked about Think 25 and why we ask for ID on age-related products. As an activity I gave them all 'guess the age' scratch cards so they could see how difficult it can be to decide a person's age. The pupils had a lot of fun with it and were really interested and engaged. We also made a video about the Freedom From Fear campaign that was shown to all of the pupils in the school so we were able to reach everyone."

Trish was joined by ex-offender Leroy Smith who spent 25 years in jail for the shooting of two police officers in Brixton in 1993. He was in possession of class A drugs and two guns at the time of a stop and search. The officers survived. Leroy has since rebuilt his life and now speaks publicly about his past in a bid to stop younger generations repeating his mistakes. Leroy started supporting Trish and community outreach a few years ago.

"Leroy came to see me wanting to get more involved with supporting the local community. We discussed what we could do together. If we ever need any support with community projects and union campaigns he's always there.

"Leroy spoke to the students about staying on the right path and focusing on school. He talked about his past and the students asked him questions about prison and he answered them truthfully.

"Taking the campaign to Whitefield school worked well. A lot of the staff get nervous when they see groups of kids in school uniform in the store as they can't predict how they're going to behave, but if we try and breakdown that barrier, they will see us, and we will see them, on a more personal level. It's a start, but I know there's still a lot to do. I'd like to go even further and educate high school students about unions in their last year before they enter the world of work. There's definitely a platform there that we should be utilising."

***Pictured opposite page.** Top: Tesco Andover; labour candidate Andy Fitchet, store manager Natalie Hobman, cllr Alan Dowden and Vanessa Jackson Bottom: Whitefield School; assistant Headteacher Ms Zarina Elie, Tesco manager Anne, Tesco worker Arthur Dove, rep Trish Quinlivan and Leroy Smith.*

THYROID FACTS

Thyroid disorders can affect the whole body, *Network* looks at the two most common types

Thyroid disorders are common and can affect anyone. Some people are born with thyroid disorders, while others develop them with age.

What is a thyroid gland?

The thyroid is a small butterfly-shaped gland located on the front of the neck. It makes two hormones (T4 and T3) that secrete into the bloodstream. In the cells and tissues, the T4 is converted to T3 and it is the T3 that influences metabolism, body temperature, heart rate, digestion and reproductive system.

Thyroid Disorders

About one in 20 people have some kind of thyroid disorder and they are more common in women, although anybody can be affected.

Thyroid disorders are caused when the thyroid hormones become imbalanced. The most common thyroid disorders are Hypothyroidism (underactive thyroid gland) and Hyperthyroidism (overactive thyroid gland).

What is hypothyroidism?

Hypothyroidism is when the thyroid is underactive and doesn't produce enough thyroid hormone. This can be caused by autoimmune thyroid disease, previous thyroid treatment such as radioactive iodine treatment, medicines such as lithium (used to treat certain mental health conditions) and a malfunction in the pituitary gland (a gland in the brain that regulates the thyroid hormones). Sometimes it can be present from birth where the thyroid does not develop properly.

What are the symptoms of hypothyroidism?

The symptoms are so gradual that they might not even be noticed. Low levels of thyroid hormone result in a slowing down of the mental and physical processes of the whole body. The most common symptoms include fatigue and tiredness, increased awareness of the cold, dry skin, thinning hair, croaky voice, constipation, heavier and longer periods, low libido, fertility problems, weight gain, puffy face, slow speech, movements and thoughts, low mood and memory problems.

What is hyperthyroidism?

Hyperthyroidism is when the thyroid gland produces too much of the thyroid hormones. There are a number of conditions that can cause the thyroid to become overactive such as an autoimmune condition like Grave's disease, thyroid nodules, medicine that contains iodine and thyroid cancer.

What are the symptoms of hyperthyroidism?

Hyperthyroidism leads to an increase in the body's metabolism (energy production) which can cause symptoms such as hyperactivity, feeling tired all the time, muscle weakness, needing to urinate more often than usual, swelling in the neck, itchy rash, weight loss and thinning hair.

How are thyroid disorders diagnosed?

Thyroid disorders are diagnosed by the symptoms displayed and a thyroid function test (blood test) that

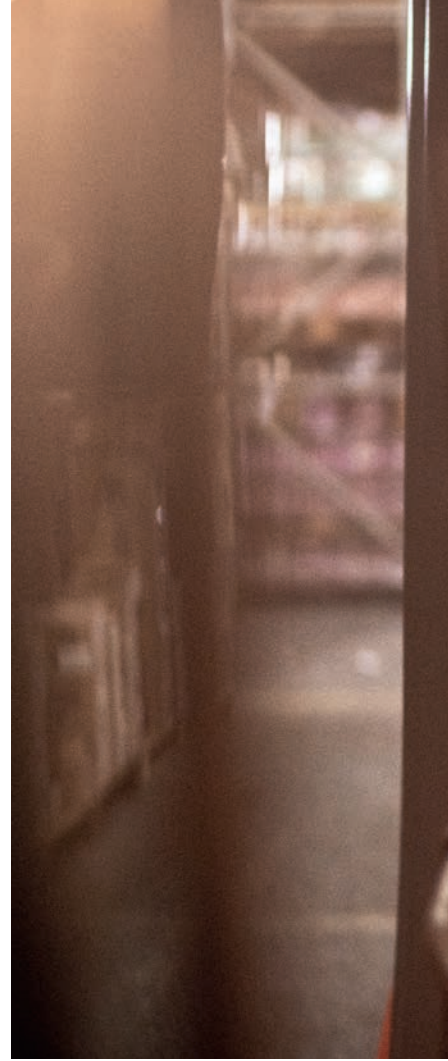
will measure the levels of hormones being secreted.

How is hypothyroidism treated?

It is usually treated by taking the daily hormone replacement tablets called levothyroxine. Levothyroxine replaces the thyroxine hormone, which the thyroid does not make enough of. Regular blood tests will ensure the correct dose of levothyroxine is reached.

How is hyperthyroidism treated?

The treatment for hyperthyroidism depends on several factors such as the type of hyperthyroidism and the severity. The available treatments include antithyroid drugs to reduce the production of thyroid hormones,





surgery to remove all or part of the thyroid gland or radioactive iodine.

Psychological symptoms of thyroid disorders

The psychological impact of living with a physical illness cannot be underestimated. Physical illnesses can cause a huge amount of stress and anxiety, and affect how the person feels about themselves. The symptoms of thyroid disorders such as hair loss or weight gain can lead to feelings of low self-esteem and some treatments can have a whole host of side effects including depression.

It can be very isolating for the individual as it may appear that people around them don't understand how they are feeling and what they are going through.

The British Thyroid Foundation suggests a number of techniques including the following that could help:

■ Talking to someone

Bottling up feelings can lead to frustration and resentment therefore it's important to talk family, friends or a support group.

■ Make time for things

Try to find time to do something that is relaxing or brings enjoyment such as taking a bath, reading a book, taking a walk and connecting with other people.

■ Looking after physical health

It is important to exercise regularly (it doesn't have to be

strenuous), eat a balanced diet and drink in moderation as alcohol can interfere with some medications.

FURTHER INFORMATION AND SUPPORT

The British Thyroid Foundation is a membership organisation dedicated to supporting people to live better with thyroid conditions. They have several resources to support individuals with thyroid disorders including information about the condition, coping with fatigue, hair loss, myth busting and managing thyroid disorders in pregnancy.

www.btf-thyroid.org

CAMPAIGNS & COOK UPS

Union campaign days and events are an essential part of organising in the workplace and a great way for reps to bring their members together

Workplace reps are the backbone of Usdaw and without them there would be no one to act as the link between members and the union. They do a fantastic job every day to build communities in their workplaces and make sure members are supported and valued. *Network* spoke to reps Harry Clark and Marcia Robbins about the successful events they held in their workplaces last year.

HARRY CLARK Scotland

In October, Usdaw secured an agreement with Tesco to change their sickness absence policy so that menopause related absences would stop being included in absence calculations. This policy change was launched by Tesco on World Menopause Day and is an important development that will better support Tesco staff experiencing menopause symptoms.

Harry Clark, an Usdaw rep working at Tesco in Irvine, wanted to highlight this development and also promote the support on offer from the union for women going through the menopause.

"The menopause can cause mental and physical symptoms which can have a big impact on daily life including relationships, social life, family life and work so it's clear that this change in policy is absolutely instrumental for my female colleagues and very welcome," said Harry, who has been a rep since 2015. "It's vital that they are supported at work through this difficult transition by the company and the union alike, and this policy change is a fantastic start.

"Urdaw also provides a wealth of information to support women through the menopause and offers advice on other female health conditions so I thought this would be a great opportunity to hold a Women's Campaign Day to showcase this information and to celebrate what has been achieved through the Tesco Usdaw partnership.

"The event turned out to be one of our best campaign days to date, it was phenomenal. I was vitally supported by my colleagues Liz Irvine, Marion Lamb, Marion Ritchie, Shonagh Reid and our store manager Andrew Wilson. We set up tables in the foyer and displayed all the women's health information from Usdaw. Staff and customers of all ages came to talk to us throughout the day, it was a real eye-opener to hear their stories. I talked to one customer who had lost her job while she was struggling through the menopause because there was no support for her at work, while another told me about the strain it had put on her relationship that ultimately led to a divorce.

"In the days that followed we were approached by staff who weren't able to attend the campaign day asking for leaflets and support, and information as to how the new policy works.

"Management were really impressed with the campaign and

"It's clear that this change in policy is absolutely instrumental for my female colleagues."

are keen for us to do another one. I've even been asked to speak about the campaign at a managers' menopause training day that is taking place early this year.

"I do my best to take part in as many union campaigns as possible and management are always 100 per cent behind us. All of the union's campaigns are vital to ensure we fight for workers' rights and remind members of the vast range of support on offer through the union."

MARCIA ROBBINS London

Food enthusiast Marcia Robbins brought her colleagues together through Caribbean cook ups at her Tesco store in Gaywood. The 60-year-old, who only became a rep last year, has already held two successful social events in the staff canteen with the aim of giving members a chance to socialise, get to know each other better, boost their mental health and try some new foods and flavours at the same time.

"The first event was held to celebrate Black History month last November," said Marcia. "I told my manager I wanted to do something to recognise the event so we decided it would be great to host a buffet that all staff could be involved with. He gave me a budget of £100 so I planned the menu and cooked a selection of Jamaican food and my colleague cooked some African food. I dressed up the table with Jamaican flags and we played Reggae music. The buffet was rolling throughout the day so staff on all shifts were able to try the food. It was amazing, the staff absolutely loved it. It

"It was nice to do something different that brought everyone together."

brought everyone together and got people talking rather than just sitting alone scrolling on their phones.

"Colleagues were really interested to learn about the different foods that were on offer and learn about my background and heritage. It went so well that my boss gave me another budget of £100 and told me to arrange something similar for Christmas.

"The second time was just as successful. It was the same idea but with a festive theme so the canteen was decorated for Christmas and we played Christmas music which encouraged everyone to get into the festive spirit – even managers were up dancing.

"My husband and I did all the prepping and cooking the night before and then cooked the jerk chicken on the BBQ in the morning. That was definitely the most popular dish along with the rice and peas. It was really worth all the effort. The feedback in the staffroom was amazing. We even held a hot pepper sauce challenge for the brave.

"It was nice to do something different that brought everyone together and let the staff know that they are appreciated. As a new rep it was also a good opportunity to raise my profile within the store so members know who I am and where they can come to for support and advice. I'm hoping I'll get chance to do things like this regularly."

GET IN TOUCH

If you're a rep with some useful tips on how to organise in the workplace, or you've held a successful event or campaign day recently, we'd love to hear from you.

Email network@usdaw.org.uk



Harry Clark and Marion Lamb



Marcia Robbins



READY, SET... RECRUIT

Whether you're a new rep or an accomplished activist, refresh your memory with *Network's* basic guide to recruiting new members

Usdaw is made up of members across many workplaces and the union's ability to be influential depends on how many members it has and on how well organised they are.

One of the main reasons why people say they aren't in a union is because they've never been asked, so recruiting new members is a very important part of the role of a rep.

"Reps play an essential role delivering for our members in the workplace," says Usdaw general secretary Paddy Lillis. "The commitment you demonstrate in organising your workplace and advising members is invaluable and makes a real difference to workers' lives.

"As you will know, it is important for Usdaw to maintain a strong membership base. A robust, healthy membership means the union is in a much stronger position to secure better terms and conditions for our members. With greater numbers of members in individual workplaces and across companies nationally, Usdaw's influence in discussions and negotiations is improved.

"We know times are tough for many people up and down the country, particularly for those working in jobs which are far too often low paid, with insecure hours. It is therefore important that Usdaw reps are there to share with potential members the benefits of joining Usdaw, including the advice, support and representation available should a member have a problem at work. In addition, Usdaw members can count safer workplaces, improved pay and conditions and free legal advice as some of the many reasons they have joined Usdaw.

"The key to winning for our members is an organised workforce and a network of experienced, well-supported reps. Your role as a workplace rep is a key role in the union and I want you to know that Usdaw is committed to supporting and developing you in your role."

HOW TO RECRUIT

People are most likely to join the union when they first start work so inductions are the perfect opportunity to recruit. Follow this advice for successful inductions:

Be prepared

- Ask your manager if there are any new starters and staff inductions planned. Make sure you know all the details including date, time, venue and numbers attending.
- Arrange time off with your manager so you can attend. Your company/Usdaw agreement will tell you how long you have to talk to new starters.
- Collect your materials – you will need union leaflets, recent communications, membership forms and pens. Get these from your local Usdaw office or order at www.usdaw.org.uk/resources
- Be clear on what you are going to

say. Shadow a more experienced rep or your area organiser if you are unsure.

At the induction

- Be friendly. Introduce yourself and give the names and departments of other reps in your workplace.
- Stress the importance that the more Usdaw members in the workplace the stronger the union's influence will be.
- Be clear that there are very good reasons for joining a union – better terms and conditions, help and support at work, a voice in the workplace, Legal support. Use Usdaw's recruitment leaflets and *Arena* magazine to help you.
- Use success stories. Share what the union has done for others.
- State clearly that the company recommends new starters join Usdaw – you will find reference

to this in your company/Usdaw agreement if this is the case.

The sign up

- Provide everyone with a membership form and a pen.
- Talk them through filling in the form and explain the cost.
- Talk about the importance of ticking the 'opt-in' box for the Political Fund. This is important as the union finances many of its campaigns from the Political Fund. Find out more at www.usdaw.org.uk/politicalfund
- Collect and return the completed forms to your local Usdaw office as soon as possible.
- Make arrangements to see anyone who has not completed their form at a later date.
- Let your area organiser know if you had any problems so they can help for next time.

RECRUITING 1-2-1

Sometimes workers do not join at their induction so we need to speak to them individually. Here are some tips for successful 1-2-1 recruitment:

- Introduce yourself, be friendly and listen. Your colleagues will not respond to being lectured on why they should join. Ask if they have any issues that they think the union should be raising.
- Be prepared. If you are familiar with the reasons why people do or do not join unions then very few reasons will come as a surprise.
- Use member success stories. Give real examples of what the union achieved for others.
- Use your own experiences. Tell people that you are a worker and what affects them also affects you.
- Be honest. If you are not able to explain what the union can do about issues at the time, say so. Make enquiries and come back.
- Make yourself available. Make sure people know where, when and how to contact you.

RECRUITMENT CHAT

I can't afford to join.

No one underestimates money worries, particularly in a cost of living crisis, but it's a question of priorities – you wouldn't drive your car without insurance or leave your house uninsured, so think of union contributions as your workplace insurance.

I'm part-time and don't work enough hours to join the union.

Many Usdaw members work part-time. The issues that affect full-time workers also affect part-timers and the terms and conditions of most part-time workers have been won by unions negotiating for them. Part-time workers get all the same union benefits as full-time workers.

Why should I join the union, I get all the same benefits anyway?

No you don't! You get the same terms and conditions that the union negotiates for its members. However, you wouldn't get union advice or representation and you would have to meet your own legal costs if you had a very serious problem or accident at work.

I'm too young to join a union.

Young workers are more likely to have problems at work. Usdaw has helped young workers enforce their rights and secured rates of pay that do not discriminate on grounds of age. Tesco, Co-op, Morrison's and Sainsbury's retail employees are paid adult rates considerably higher than the National Minimum Wage.

YOU ARE NOT ALONE

There is lots of support for reps. If you feel like you need more advice or information don't hesitate to contact your area organiser or local office.



STRESS MANAGEMENT FOR THE BODY & MIND

The latest statistics from the Health and Safety Executive (HSE) on accidents and ill health at work found that 24.3 million working days were lost due to stress and musculoskeletal disorders (MSDs) in 2021/2022.

This is a significant ill-health burden and, in this article, *Network* will look at the main causes of worker ill health and outline the ways in which reps can take action.

WHAT IS THE TREND FOR WORK RELATED STRESS?

Work related stress is the most significant cause of worker ill health and is on the rise. There were 914,000 work related cases which was the highest ever recorded, an increase of 92,000 on the previous year.

What should an employer be doing?

Employers have a legal duty to manage the risks from stress just as they do for any other health or safety risk at work. The HSE has produced a set of stress management standards and helpful guidance for employers. HSE advice on stress can be found on their website: www.hse.gov.uk/stress

Why is work related stress high and increasing?

Unfortunately, many employers prefer to focus on the worker rather than the problem. They will try to train workers on how to deal with stress rather than remove or reduce it. They will support mental health campaigns that are all about supporting individuals who suffer

stress-related illness by introducing initiatives that train workers to become more resilient to deal with stress by introducing mindfulness, exercise or even pet therapy. These strategies do not deal with the employer's duty to reduce stress from the work itself.

TUC research indicates that the biggest causes of stress at work are:

- Workload (74 per cent)
- Cuts in staff (53 per cent)
- Change at work (44 per cent)
- Long hours (39 per cent)

How can reps help?

Safety representatives can organise around work-related stress as a workforce concern. It is good practice to consult management before conducting a stress audit of the workforce. A good employer will



CONTACT

■ Health & safety officer

Tony Whelan
0161 249 2474

■ Health & safety advisor

Charlie Dodd
0161 249 2441

■ General enquiries

healthandsafety
@usdaw.org.uk

show management commitment and buy-in into the process and promote it to the workforce. Measuring if there is stress by conducting a stress audit will highlight if there is a problem in the workplace. A stress audit is not a complicated process. This can involve providing members a copy of the Usdaw stress questionnaire to complete while conducting an inspection. If you need assistance with interpreting these questionnaires and producing a report, please send your completed questionnaires with your membership and contact details to the Health and Safety section at head office.

Results indicating work-related stress can then be consulted on with the employer. A good employer will see these as a blueprint for action.

The employer may well already have a stress policy and risk assessment in place which can provide a roadmap. This could include setting up a stress focus group which can decide on the best methods to tackle work-related stress within their organisation.

WHAT IS THE TREND FOR MSDS?

Cases of MSD went up by 7,000 from the previous year to stand at 477,000, accounting for 7.3 million lost working days.

What should an employer be doing?

MSD is one of the main causes of injury and long-term ill health, it is a major issue for Usdaw members because of the industries they work in. Under the Manual Handling Operations Regulations employers have legal duties to:

- IDENTIFY – manual handling tasks that cause injury.
- AVOID – those tasks where reasonably possible by changing the way the job is done.
- ASSESS – the risk from tasks that cannot be avoided.
- REDUCE – the risk from these tasks to the lowest reasonably practicable level.
- MANAGE – these risks to make sure the control measures are working.

FURTHER INFO

HSE Annual statistics:
www.hse.gov.uk

Usdaw Stress Questionnaire
www.usdaw.org.uk/stressquestionnaire

Body mapping – telling where it hurts
www.usdaw.org.uk/bodymapping

TUC MSD's link to HSE tools:
www.tuc.org.uk search MSDs

WHAT REPS CAN DO

Health and safety reps can use their legal functions to help this process. When it comes to identifying tasks that can cause injury the most important evidence comes from listening to the workers who do the job. They know better than anyone what parts of the job are physically demanding. By talking to the workers they represent and drawing on their own experience, reps can identify the risks.

A more methodical system that reps can use is Body Mapping. This is a simple way of collecting evidence from a group of workers by asking them to mark on a chart which bits of their body hurt when working. Usdaw has guidance for reps on how to use Body Mapping and the Health and Safety Section at Head Office can provide charts or survey forms that reps can use.

HSE has developed an online version of the MAC tool. The online tool is free to use for risk assessing individual tasks. If you use it to do a risk assessment you can email the finished result to yourself so that you have a copy to keep. This could be a useful tool for reps to use if they are arguing with their employer about the risks associated with a specific manual handling task. Online versions of the RAPP tool for jobs that involve pushing and pulling of loads such as trolleys or roll cages and the ART tool for repetitive tasks are also available. Reps using the H&S tools above can make a difference and help reduce the risks of stress and MSD's.

HSE ADVICE AND INFORMATION

WAREHOUSING AND STORAGE GUIDE



Warehousing and Storage is a guide for reps working within warehousing premises. It highlights the main health and safety issues and provides advice on how to tackle them.

The guide focuses on four prominent issues frequently faced within a warehouse-style setting. These include manual handling, slips

and trips, vehicles in and around the warehouse, and working at height.

This book also contains useful guidance on other hazards found in warehouses, such as storage systems, mechanical handling and electrical safety. It also provides information on the working environment and how to deal with accidents and emergencies.

Reps working in the warehousing sector can focus on these key health and safety issues when reviewing workplace arrangements.

Further info

Warehousing and storage: A guide to health and safety

www.hse.gov.uk/pubns/priced/hsg76.pdf

HSE GUIDE FOR REPS

TRANSPORT SAFETY GUIDE

Every year, there are over 5000 accidents involving transport in the workplace. About 50 of these result in people being killed. The main causes of injury are people falling off vehicles or being struck or crushed by them.

Employers have a legal duty to ensure that the health and safety of their employees, contractors and members of the public are not put at risk as a result of the work they do. Employees and the self-employed also have a duty to look after their own health and safety and that of anyone who might be affected by their work.

The HSE guide for Workplace

Transport Safety focuses on the key transport-related safety aspects that need to be monitored if there are vehicles used in a workplace. This includes important areas for reps to consider including appropriate segregation of vehicles and workers, clear traffic routes, reversing and the loading and unloading processes. Reps working within a transport related sectors can focus on these key concerns to ensure there is a safe site, safe vehicle, and safe driver.

For more information visit the HSE website:
www.hse.gov.uk/pubns/indg199.pdf

KEY RETAIL RISKS

HSE's retail web page provides information and guidance on key risks within the sector and provides advice on how to manage those risks.

This includes a risk assessment tool to help small shops undertake their own risk assessment and links to information on the Primary Authority scheme which will be of interest to larger retail organisations.

Retail reps can access this page to improve health and safety in their workplace.

Visit the HSE website:

www.hse.gov.uk/retail/index.htm



Obviously if jobs are done quicker then more gets done, but then health and safety gets compromised as a result. It's an ongoing battle.

How do you stay up to date on information?

I completed my health and safety reps training when I signed up and I'm hoping to do a refresher course soon as legislation and advice changes all the time. Google is also marvellous for researching issues and usually directs me to the appropriate government websites for advice. I've also contacted the health and safety department at Usdaw Head Office a few times for their support. Not every problem has got a straight answer and it's great to have this back-up from the experts and be able to chat things through.

Do you enjoy it?

Yes I do. I feel that I'm just a spoke in the wheel to try and make a safer workplace for all, and any little input I can make to help others be safe puts a smile on my face. On a personal level, the experience has opened a world of opportunity for me. I'm doing things I never thought I would. For example, I'm a 56-year-old with dyslexia and when I was at school it wasn't really considered, you were just bottom of the class, but five years ago I managed to achieve a diploma in health and safety and I'm really proud about that. Being a rep has developed me in more ways than I could imagine.

Night-time LGV driver Dave Sheath has been working at Tesco distribution in Southampton for 27 years.

Do you enjoy driving?

When I first started working at Tesco I was employed as a warehouse operative. I became an LGV driver a few years later. It's something that I've always wanted to do. I much prefer driving to working in the warehouse, although I've noticed the roads are much busier since the pandemic and drivers seem to have less patience – they want to get to places as quickly as possible. As a lorry driver I'm often 'cut up' and other drivers have the mentality that they must overtake the lorries. Driving at night is great though as the roads can be a lot quieter.

When did you join Usdaw?

I joined the union as soon as I started working at Tesco then I became a health and safety rep about 10 years ago. I broke my

arm and it made me look at the world a little differently. I wanted to help make work a safer place for everyone so when one of the other health and safety reps retired I put my name forward. I'm part of a big team of reps. There's another driver who's also a health and safety rep and then all the other reps are based in the warehouse. Between us we look after about 500 members of staff. I'm mainly focussed on supporting the drivers.

How does your role work day-to-day?

I'm conditioned to always be on the lookout for issues, so things might crop up at any time, but as a matter of course we usually we do a walkaround about once a month and speak to staff to see if there are any concerns. We also have a safety meeting with managers once a month. Something that is a constant challenge for us is staff 'cutting corners' to get their jobs done quicker and increase productivity.

Any tips for other health and safety reps?

Do your research. Make sure you get it right before you challenge something because if you get it wrong that can be really embarrassing.

Be the next Health and safety rep in focus.
Email network@usdaw.org.uk

MemberOffers

CARS & TRANSPORT

Car Maintenance
Car Parking: Q-Park
Electric Vehicle Charging
Fiat
Startrescue
Vauxhall Cars

HEALTH & BEAUTY

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

SHOPPING

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

INSURANCE

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

LEISURE & ENTERTAINMENT

Beer52
Cinema at home: Chili.com
Cinema Tickets
Discount Card
English Heritage
Go Ape
Golf Membership
Magazine App: Readly
Magazine Subscriptions
National Trust Gift Cards
Theme Parks & Attractions
Virgin Experience Days

MONEY & FINANCE

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

HOLIDAYS

Airport Parking, Lounges & Hotels
Away Resorts
Currensea: Travel Card
Eurocamp
James Villa Holidays
Lost Luggage Protection
Parkdean Resorts
Pontins
Wightlink Ferries

MISCELLANEOUS

Child-safe SIM cards
Gas and Electric
Mobile Phones
TOTUM Pro Card
International Student ID



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

www.usdaw.org.uk/legal

www.usdaw.org.uk/offers*

*Terms and Conditions for individual offers on the website.

Find out more

www.usdaw.org.uk/offers*

HELP WITH MONEY WORRIES



StepChange Debt Charity offer free, confidential debt help and solutions.

If you are struggling with your debts you can access their online advice service 24 hours a day: www.stepchange.org/start.aspx or call their freephone helpline **0800 138 1111** 8am to 8pm Monday to Friday and 8am to 4pm on Saturday. Don't struggle on.

FASHION AND TEXTILE CHILDREN'S TRUST

Grants for parents and carers working for clothing, homeware or fabric companies.

The Fashion & Textile Children's Trust (FTCT) gives financial grants to parents and carers who work in the UK fashion and textile industry. Grants can ease the cost of living by funding essential items for children in the family, such as clothing, bedroom furniture and appliances.

*To find out more go to: www.usdaw.org.uk/offers



TURN2US



Access to help.

Turn2us is a national charity that helps people in financial hardship to gain access to welfare benefits, charitable grants and support services. Their online Benefits Calculator is designed to help people who are struggling financially find out what welfare benefits, tax credits and other support they may be entitled to based on their situation. Their website also provides a Grants Search, which allows people to look through 3,000 charitable funds across the country to find out if they might be eligible for support.

*To find out more go to: www.usdaw.org.uk/offers

SAVE AND BORROW

The Co-op Credit Union - Make your money go further this year.

As an Usdaw member, you can benefit from free membership to The Co-op Credit Union for low-interest loans & access to savings plans. Membership comes with a wide range of member benefits, offers and free tools to support your financial wellbeing & help with the rising cost of living.

*To find out more go to:

www.co-operativecreditunion.coop/usdaw



Staff Announcements

A new national officer and tributes to the lives of colleagues past and present

JAYNE ALLPORT

Former area organiser Jayne Allport is promoted to national officer and will be primarily responsible for the Co-op Group.

Jayne, 60, was a Sata rep at Empire Stores Mail Order in Wakefield for seven years before she became an area organiser for the North East region in 1998. Jayne brings 24 years of negotiating experience to her new role. In 2014, she combined her political and trade union principles to stand as an MEP for the European Parliament.

"As an area organiser in the North East region, I had responsibility for a geographical area and every company that falls within it, which is great because when you are dealing with so many companies you

get to learn how different sectors work. When I was appointed as the national officer, I wasn't too worried about which companies I would be responsible for because I knew I would have dealt with them at some point.

"I loved being an area organiser and I will miss that daily involvement I had with my reps especially the training and developing side. But I am also excited about my new role. I've been lucky enough to have an 11 week handover period which has enabled me to meet the companies I will be dealing with such as the Co-op and Primark and think about my priorities for 2023.

"One of the things I'm keen to explore is how to utilise social media and the Usdaw website to reach out



Jayne Allport

and support members, especially those in the convenience sector who may not always have a rep in their stores."

OBITUARY

TERRY LOUDER

Terry Louder, Usdaw's training officer in the Southern region, died in January aged 64 following a battle with cancer.

Terry was the longest serving member of the union's education department having joined the staff in 2002. During his time at Usdaw, Terry trained thousands of reps on their union journey. He always supported and encouraged all his students and was pleased to see them progress. He had a passion for health and safety and he particularly enjoyed delivering the health and safety module at Summer School 2.

Prior to Usdaw, Terry began work as a scaffolder and then moved to Cory Distribution where he became an Usdaw member and an active health and safety rep. Terry moved on to work for Excel Logistics where he continued to develop his union activism and served as learning rep, branch secretary, divisional

councillor and union learning rep.

Outside of work Terry loved rock and roll. He had been a Teddy Boy in his youth and retained his sideburns and quiff. Terry and his partner Pauline were both involved with the Mitcham Woodcraft Folk group, working with young people, where Terry was also a First Aider and organised a regular camping trip. They also enjoyed spending time in their motor home and caravan.

Although Terry was in hospital for a short period of time, he was inundated with cards and messages – a testament to his popularity as a teacher, colleague and friend.

Usdaw general secretary Paddy Lillis paid this tribute: "We were devastated to learn about the untimely loss of our dear friend and colleague Terry. A trade union man through and through, he was a true inspiration to Usdaw's activists and I know he took a great deal of satisfaction seeing the reps

he'd trained grow into their roles. His passing is a deep loss to the Southern region and the wider union movement.

"I want to extend our condolences to Terry's partner, his children, grandchildren, great grandchildren and also his many friends and colleagues. We are all going to miss him dearly."



Terry Louder

OBITUARIES

PAT PHILLIPS MBE

Usdaw's first woman divisional officer Pat Phillips MBE died in October. She was 83.

Pat signed up to be a member in 1954, ten minutes after starting work as a sales assistant at TT Lloyds department store in Neath, South Wales. She soon became shop steward and then later branch secretary.

When she joined the union's staff in 1974 Pat was only one of four women on the organising staff. She was based at the Cardiff office.

Pat was the union's first woman to hold a senior post, first as deputy divisional officer in 1985 and then promoted in 1990, again a first, to divisional officer for the South Wales and Western division. She retired in 1997 after 43 years of service.

Her qualities of professionalism and hard work were recognised when she was awarded an MBE by Queen Elizabeth II in 1994 for her services to industrial relations.

DENNIS BEDDOE

Former Southern divisional officer Dennis Beddoe died in November aged 71.

Dennis became a member of the union in 1975 when he worked at the Royal Arsenal Co-op dairy in Brixton as a milk roundsman. Within a year Dennis was elected shop steward and then became the first ever full-time Usdaw convener for all of the society's shop stewards. After serving on the divisional

council and then the Executive Council he was appointed area organiser in 1985 based at the old Croydon office. In 1993 he was appointed divisional officer. Dennis retired from Usdaw in 2010 after 25 years' service.

BRIAN WEBBER

Brian Webber, a former area organiser based at the Newcastle office, died on 29 October at the age of 85.

Brian started work as a sales assistant at Binns department store in Darlington. He went along to an Usdaw meeting, signed up and never looked back. He became a rep before a vacancy for a collector canvasser gave him the chance of a full-time career with the union.

Eleven years later he was appointed as an organiser at the Newcastle office and remained there for 28 years until his retirement in 1993.

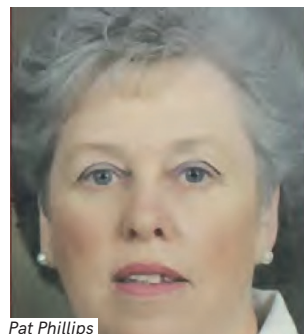
KEN DUNN

Ken Dunn, former area organiser in the Midlands region, died in December aged 85.

Ken was originally based at the union's Birmingham office from 1976 and then transferred to the Liverpool Office in 1991. He retired in 1998.

Prior to his career with Usdaw, Ken worked at footwear retailers Freeman, Hardy and Willis where he was an active member of the union and a keen recruiter with 100 per

cent density in his store. He was also chairman of the Southport branch and active in Ipswich general branch.



Pat Phillips



Dennis Beddoe



Brian Webber

TRIBUTE FROM PADDY LILLIS

Usdaw general secretary Paddy Lillis paid tribute to the four former staff members.

"Pat, Dennis, Brian and Ken were all well-respected individuals who gave a lifetime of commitment to the trade union movement," said Paddy. "Pat was a hardworking and inspirational officer who paved

the way for women officials in the union, Dennis was very popular among his colleagues and reps and was committed to building membership in his division, Brian was a loyal organiser who took a great deal of satisfaction from seeing the reps in his division progress and Ken was devoted to

Usdaw and trade union activism even before he joined the staff. I am grateful to them all for their contribution to Usdaw and the wider Trade Union Movement over their service and on behalf of the union I want to send my condolences to their family and friends."

Email your thoughts and pictures to us at: network@usdaw.org.uk

OVER TO YOU

P46

Top: Black History Month at Tesco Yardley in Birmingham.

Middle right: Tesco Silverburn, Glasgow

Bottom left: Wolverhampton Tesco Menopause campaign.



P47

Top: Womens Equalities, Primark Birmingham

Middle: Organising Awards nominees are presented with their awards.

L-R: Bernadette Owens, Tesco St Rollox;

Barrie Rea, Tesco Shettleston;

Madgery Gribben, Tesco Shettleston;

Elaine Clydesdale, Morrisons Bailliestan, Glasgow;

Geraldine Duffy, Morrisons Dumbarton;

Linda Hutchinson, Co-op Moodiesburn, Glasgow.





Obituary LESLIE ROULSTONE *Ashby UB E053*

Friends and Colleagues across the Midlands region are mourning the death of Usdaw activist and branch official, Les Roulstone, who died following a short illness on 6 November 2022.

Les had been an Usdaw member for well over 40 years, during which time he was an Usdaw representative up until his retirement in 2006.

Les continued to be active within his branch as branch secretary following his retirement. A role he fulfilled up until his death, in

fact, despite his illness and diagnosis Les attended his last branch meeting only three days before he died, a testament to his commitment to Usdaw.

He leaves a widow, Diane, and will be greatly missed by his friends, colleagues and all that knew him.

There will be a corner of The Ruskin Hotel in Blackpool that will be a little bit quieter at the next ADM.

Ed Leach
Area Organiser, Kegworth



The
Co-op
Credit Union



Car loan



Holiday fund



Saving up



Xmas bills



Clear debts

Here to support members with their money

Help with affordable loans, savings & cost of living support

Did you know? Usdaw members benefit from free membership to The Co-op Credit Union for low-interest loans, help with debts & access to simple savings plans. The credit union also offers free tools & support to improve financial wellbeing & help with the rising cost of living.

It's a valuable member benefit there to help anyone get on the right track with their financial situation. Why not find out more and help to spread the word with your members & colleagues, or sign up yourself.

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