



SERTUC Briefing for Trade Union Health and Safety Reps

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Trade unions and the prevention of life-threatening illnesses

Stress at work



DECENT WORK FOR ALL

- The problem
- How can we fix it?
- Take action

The problem

Mental Health: one in four adults has a condition (Annual Health Survey for England)

Women more likely than men to have depression

Young workers

HSE Stress statistics

TUC Safety Reps' Survey

Health and Safety Law

- Health and Safety at Work etc Act 1974
- Management of Health and Safety at Work Regulations 1999
- Safety Representatives and Safety Committees Regulations 1977
- HSE Stress Management Standards

Safe, secure work:

HSE Stress Management Standards

- **Demands** – this includes issues such as workload, work patterns and the work environment.
- **Control** – how much say the person has in the way they do their work.
- **Support** – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- **Relationships** – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour
- **Role** – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles.
- **Change** – how organisational change (large or small) is managed and communicated in the organisation.

Safe, secure work

Relationships – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour

The standard is:

- Employees indicate that they are not subjected to unacceptable behaviours eg bullying at work
- Systems are in place locally to respond to any individual concerns.

Relationships: What should be happening/ States to be achieved:

What should be happening/states to be achieved:

- the organisation promotes positive behaviours at work to avoid conflict and ensure fairness;
- employees share information relevant to their work;
- the organisation has agreed policies and procedures to prevent or resolve unacceptable behaviour;
- systems are in place to enable and encourage managers to deal with unacceptable behaviour; and
- systems are in place to enable and encourage employees to report unacceptable behaviour.

Stress Risk Assessment

1. Identify the stress risk factors
2. Decide who might be harmed and how
3. Evaluate the risks: explore problems and develop solutions
4. Record your findings – develop and implement action plans
5. Monitor and review action plans and assess effectiveness

Involve safety representatives!

Use Safety Representatives' rights to achieve safe and secure work

- **consultation**
- **information**
- **inspections**
- **investigations**
- **representation**
- **time off**



Equality Act 2010

Discrimination is banned:

Age, disability, race, religion or belief, sex, sexual orientation, gender re-assignment



Taking action: Decent work for all

A wage you can live on

Safe, secure work

Guaranteed hours each week

Training and career opportunities

A collective voice and union representation



FIGHT
FOR

unite
the UNION

DECENT WORK FOR ALL

Unite agenda for good health and safety: safe and secure work

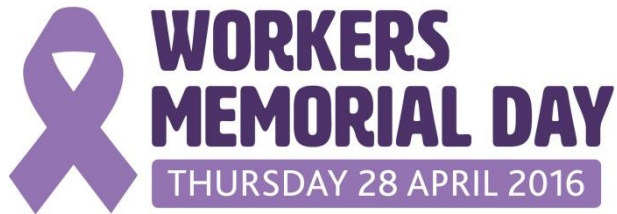
- Promoting justice, fairness and equality
- Dealing positively with stress at work
 - Participative research: Hazard and Body Mapping
 - Workplace Stress Audits
 - Stress Risk Assessment
- Designing work to fit the workers
- Promoting dignity at work – an end to bullying and harassment
- Workers knowing how to raise concerns and feeling able to do so without fear of victimisation

Key Dates

European Health and Safety Campaign

Healthy Workplaces for all ages

Launch 14 April 2016



National Stress Awareness Day

Wednesday 2 November 2016



DECENT WORK FOR ALL

Safe and Secure Work



Union organised workplaces are safer and healthier than non-organised workplaces

Unite is committed to improving health and safety in all workplaces



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