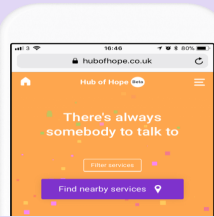


April 2019

UCU Region Northwest Regional Committee

Issue 3



HUB of HOPE is the first of its kind, national mental health database which brings together organizations and charities, large and small, from across the country, who offer mental health advice and support, together in one place.

Papyrus

Is a specialist telephone service staffed by trained professionals who give non-judgemental support, practical advice and information to children, teenagers and young people up to the age of 35 who are worried about how they are feeling or anyone who is concerned about a young person
<https://papyrus-uk.org/>
 “Dedicated to the prevention of Young Suicide”

Contents

Suicide—Let’s Talk	1
Contact details for Hub of Hope and Papyrus	1
Decent Jobs and Decent Lives	1
Calling all UCU H + S Reps	2
Useful contacts and websites	2

Suicide—Let’s Talk! Save a life—take the training

<https://www.zerosuicidealliance.com/>



We have all been painfully reminded of the death last year of Dr Malcolm Anderson who fell to his death from the university building in which he worked after mounting pressure at work.

At the inquest, Coroner Andrew Barkley recorded a verdict of suicide. His wife Diane attributes his death to the pressures that he experienced at work and said “he carried the burden of his work with him”.

As a trade union, we are very aware of the increasing concerns relating to worsening mental health in the workplace. We know that sickness absence at work within our universities and colleges is reaching epidemic levels—undoubtedly linked to the stress, anxiety and psychological injury caused by the pressures at

work.

We also know that sickness/absence is not caused by “problems at home” - a stance frequently taken by our employers — but as a result of unreasonable workload balance, workload intensification and a “click and cloud” culture perpetuated by managers expecting us to be available on a 24/7 basis.

No wonder then that we as representatives are increasingly supporting members who are voicing and expressing suicidal ideations.

But faced with a member who is so distressed that you fear that they might harm themselves, would you know what to do?

According to the WHO, there were 800,000 deaths worldwide in 2016 as a result of suicide, with 6,000 people dying by suicide in the UK.

The stance by the Zero Suicide Alliance is that suicide is preventable. They have produced an excel-

lent (free) on-line training course to enable any one of us to be empowered to prevent suicide.

People are fearful of using the word suicide in case this “puts ideas” into someone’s head. However, talking about suicide does not make it more likely to happen, but instead may open up a conversation which could literally save their life.

Click onto the link above. It will only take about 20 minutes to complete, and gives helpful, informative and specific advice.

You might also be interested in the one day course **Mental Health is a trade union issue**. Suitable for UCU equality reps, H + S reps and others in the branch who “represent or negotiate on behalf of members” See UCU website <https://www.ucu.org.uk/article/7766/Mental-health-is-a-trade-union-issue>

Decent Jobs and Decent Lives: A Manifesto for a Health and Safety System Fit for Workers

[uploads/2019/02/hazardsmanifesto2019.pdf](https://www.hazardscampaign.org.uk/uploads/2019/02/hazardsmanifesto2019.pdf)



You might like to view the most recent Haz-

ards Campaign document entitled “Decent Jobs and Decent Lives: A Manifesto for a Health and Safety System Fit for Workers”. See <http://www.hazardscampaign.org.uk/wp-content/>

Within this document is a blueprint to reclaim the power, authority and effectiveness of health and safety activity in the workplace.

Deregulation and lack of enforcement of health and safety regulations in the UK has resulted in increased numbers of people dying or being injured whilst at work. In addition, there has been a reduction in the power/authority of The Health and

Safety Executive (HSE) which is now less visible/effective. A dramatic reduction in the number of HSE inspectors able to investigate incidents, accidents and harmful events in the workplace means that risk of prosecution has also been dramatically reduced.

Do not be fooled into thinking that the statistics relating to deaths and injuries at work released by the HSE are a true reflection of how many people’s lives are destroyed by death or injury at work.



International Workers Memorial Day 2019 Sunday 28th April

"Remember the Dead: Fight for the Living"

See TUC website for your nearest event
<https://www.tuc.org.uk/WMD>

Calling all UCU Northwest Health and Safety Representatives



There is much talk at present about the increasing lack of support by employers to acknowledge that reps in general and Health and Safety Reps in particular need time off work to undertake trade union duties.

There is some confusion between the "facility" time agreed for union reps to go about their important business supporting members and statutory "functional" time as a legal right dictated by legislation to all Health and Safety Reps.

We are hearing examples of Health and Safety Reps being denied time off to undertake training, to do inspections, to represent members, and to attend health and safety committee meetings.

As we know, the production of accurate, well researched information is one way to challenge the current situation of attempts to "shut up

and shut down" H + S reps.

In the first instance, it has been suggested that a H + S group should be formed to work together collaboratively to disseminate/cascade down relevant H + S information. A list will be circulated during the regional meeting to get contact details.

The group will be for those interested in working together to strengthen our roles as H + S reps. The University of Salford Branch has offered facilities to support the first meeting.

It is proposed that in order to capture a more accurate account of how much time (if any) is agreed to Health and Safety Reps, a suitable electronic survey monkey questionnaire is going to be circulated amongst the reps.

If you, as a duly elected Health and Safety Rep for your branch, are willing to participate in either (or both) activities, please sign the form that will be circulated at the meeting. Further details can be obtained by contacting me,

Pam Sherlock via my email—pamsherlock@btinternet.com

Why not consider becoming a health and safety representative?

The TUC provides a wide range of Health and Safety training courses. Some of these can be accessed on line or you can attend one of the local colleges.

Union representatives who wish to attend TUC courses in working time should first ask their employer for time off with pay. The Trade Union Relations (Consolidation) Act 1992 and the Safety Representatives and Safety Committee Regulations 1977 give accredited union and safety representatives a legal right to reasonable time off with pay to attend courses approved by the TUC or their union.

For all on-line courses you can access these

via the Union Learn website . See <https://www.unionlearn.org.uk/online->

Created by Pam Sherlock UCU Regional Health and Safety Representative pamsherlock@btinternet.com

Useful numbers, contacts and websites

Got a concern about health and safety that you cannot resolve locally?

In the first instance get in contact with your regional office:

henorthwest@ucu.org.uk or
 fenorthwest@ucu.org.uk
 0161 772 7010 (FE)
 0161 772 7011 (HE)
 0161 772 7013.

UCU's Website for Health and Safety Representatives:

<https://www.ucu.org.uk/article/7754/UCU-health-and-safety-reps>

Adam Lincoln
 Bargaining and Negotiations Official (Health, Safety and Sustainability)
 University and College Union
 Carlow Street
 London NW1 7LH
 Tel: 0207 756 2527
www.ucu.org.uk

Greater Manchester Hazards Centre—An invaluable resource and advice centre:
<http://www.hazardscampaign.org.uk/>
 Contact: Janet Newsham or Hilda Palmer on:
mail@gmhazards.org.uk
 0161 636 7558.

Health and Safety Executive
 Website: <https://www.ucu.org.uk/article/7754/UCU-health-and-safety-reps>

