

Health and Safety Recruitment

GPMU health and safety services are a good selling point for the GPMU. National, Branch and Chapel officials all have a role to play in using health and safety issues to boost recruitment.

Recruiters can talk about the rights that the GPMU has to protect members health and safety when they are talking to non-members, and include health and safety leaflets amongst the literature they hand out.

Safety reps can carry some recruitment leaflets with them if they operate in areas where there are non-members. They should ask non-members about any health and safety problems they have, when doing their workplace inspections, for example. As safety reps have the right to go into work areas and carry out workplace inspections at least every three months, they may have more and easier access to non members than MOCs and FOCs.

While some people may have doubts about the rights of trade union members, virtually everyone thinks that trade unions should have health and safety rights.

TUC opinion polls show that over 98% of people believe that workers should have the right to health and safety representation by a union if they want.

Checklist for Branch and Chapel Officers

Use the points below to explain the value of the GPMU in protecting members health and safety.

10 good reasons why you're safer in the GPMU

1. 4 million workers are hurt every year at work. But you're safer in the GPMU. Statistics show that unionised workplaces are safer than non-union ones. Full union involvement in health and safety cuts the number of injuries by more than half. This saves employers money as well as protecting members.
2. You have a right to work in a safe, healthy and comfortable workplace. Your health at work is not an extra, or a luxury, but a right. GPMU can help make sure you get your rights.
3. GPMU trained safety reps have special legal rights to inspect the workplace, and consult employers on your behalf about your workplace health and safety problems.
4. While some health and safety risks are obvious, others may be hidden - like long term effects of solvents, noise problems, and the extent of stress at work. GPMU safety reps are provided with information to help them recognise and protect you from all hazards.
5. The GPMU Journal contains regular features on health and safety, to keep you informed of issues you may need to raise with your safety rep.
6. It is not always easy to raise and pursue a health and safety problem with your manager by yourself. GPMU safety reps have the right to raise health and safety problems with your manager on your behalf.
7. The more people who are in GPMU the more effectively we can take up health and safety problems.

8. The GPMU campaigns to raise awareness of workplace health risks. The GPMU has national involvement on health and safety discussions with the Health and Safety Executive and with employers covering the papermaking, packaging, conversion and printing industries. The GPMU campaigns to ensure your legal safety standards are maintained and improved where necessary.
9. The GPMU's first aim is to prevent hazards at work. But if you suffer a work injury or ill health, GPMU can help you get compensation with our free legal service.
10. Most health and safety risks are preventable. The GPMU makes sure employers do more to prevent hazards. For safety's sake, join the GPMU.

Safety reps prevent injury

Serious injury rates in workplaces with different systems of consultation

Consultation model	Serious injury rate per 1,000 workers
Full union recognition and joint committee	5.3
No union recognition and no joint committee	10.9

Source:

The analysis of serious injury rate is based on an examination of the Workplace Industrial Relations Survey from 1990, published as "Unions, Safety Committees and Workplace Injuries", by Barry Reilly, Pierella Paci and Peter Holl in the British Journal of Industrial Relations, 33:2 June 1995.