



Supporting Young Workers Workplace Mental Health

Workplace Mental Health

Our jobs can have a significant impact on our mental health...

Being in work can be positive, providing us with better financial security, more structure and an increased sense of purpose. Many jobs also provide opportunities to meet new people, socialise with colleagues and create friendships and connections that can continue outside work.

However, other aspects of work, such as short and unpredictable hours or dealing with abusive customers, can take a toll on our mental health.

Young people's jobs were hit the hardest during the pandemic and many are now experiencing financial pressure due to increased costs of living. That's why mental health is such an important issue for unions.

Young workers are much less likely to speak to someone at work about how they are feeling or ask for help. A trade union can help to support you when you need it.

What Are the Issues?

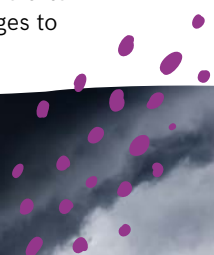
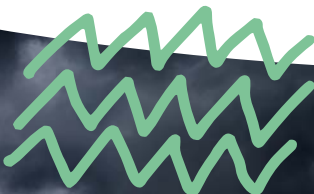
Common ways work can have a negative impact on our mental health are:

- Unmanageable workloads and/or demands.
- Lack of control over work.
- Unhealthy work-life balance.
- Poor relationships with management and/or work colleagues.
- Frequent organisational changes.
- Job insecurity.
- Lack of variety in work.
- Limited career progression within the workplace.

Young workers are much more likely to be affected by these issues; more likely to be on insecure contracts, more likely to lack control over their working hours and more likely to be given repetitive tasks. For young workers in retail, customer-facing roles also make them more vulnerable to customer abuse.

Assumptions made about young workers, such as they are carefree or have fewer responsibilities to worry about than older workers, mean they are often working unpredictable hours, at weekends or late at night, with hours that change at short notice.

Around one in three young workers in retail are parents, and they are often left at the sharp end of changes to the way work is organised.





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 Just write **FREEPOST USDAW** on the
 envelope and put it in the post.

FOR OFFICE USE ONLY

Branch No. _____

Date Recd. _____

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

Use **BLUE/BLACK INK** and **CAPITAL LETTERS** and complete this form as fully as possible.

Have you been a member of Usdaw before? Yes No

Please tick the appropriate box

Ms Miss Mrs Mr Mx Other _____ Female Male Non-binary

Surname

Forename

Email

Full Postal Address

Postcode

Mobile No.

Date of Birth

Age

Company Name Occupation

Workplace Address

Postcode

Location No.

Employee No. NI No.

Every member of the Union who does not object to contribute to the Union's Political Fund will contribute to the fund. Every member of the Union has the right to opt out from contributing to it. An opt-out form may be obtained from the Head Office, any branch office of the Union or from the Certification Officer. Such forms, when filled in, should be delivered to the Union's Head Office or any branch office, emailed to politicalfundnotification@usdaw.org.uk or submitted through an online form. An opt-out notice will take effect by 1 January in the year following the year in which the notice is given.

For Members Paying by Payroll

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

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Member's Signature Date

Recruiter's Membership No.

Recruiter's Name

Your Rights at Work

As part of their work, Acas produced guidance for employers on promoting positive mental health in the workplace. Within the guidance, one of the key recommendations is to work with a trade union.

Trade unions like Usdaw understand how working practices can impact on young workers' mental health and we provide support for members in raising the issue with their employer. Through young workers coming together in a union, we can ensure that common risk factors are addressed.

How Can We Help?

We know that young workers often find it more difficult to raise issues, and we can support you to raise problems with your employer. Small changes can make a big difference to mental health at work.

Young workers with mental health problems may have rights to additional protection at work under the Equality Act - but these rights are often poorly understood and you may be missing out on the support you need.

Where To Go For Support

You can find more information about mental health, your rights at work and where to go for help in our leaflet *Mental Health Issues - Where To Go For Help And Support At Work* (Leaflet 400) or by visiting our website at: www.usdaw.org.uk/MentalHealth

Join Usdaw TODAY!

The more young members we have, the more likely it is that your experiences and concerns will be listened to. Joining the Union gives you protection at work and a stronger voice. If you haven't already joined, please fill in the form overleaf or talk to your workplace rep, or phone our Freephone Helpline **0800 030 80 30** who will connect you to your regional office. You can join online at www.usdaw.org.uk/JoinUs



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