

**USDAW**  
**ORGANISING**  
**AWARDS**  
**2018**

# usdaw organising awards 2018

## Nomination Form



**Individual  
Organising**

**Team  
Recruitment  
& Organising**



**Campaigns**

**Health &  
Safety**



**Equalities**

**Union  
Learning  
Rep**



**Most  
Promising  
New Activist**

**Outstanding  
Achievement**



**Individual  
Recruitment**



# Categories

Please return this form to your Divisional Officer by Friday 21 September 2018

Nominations for Usdaw's 2018 Organising Awards are taking place with the deadline for receipt of nominations on Friday 21 September 2018.

There are nine different Awards which will be presented at a special awards night on Saturday 19 January 2019.

Any Usdaw member can make one nomination in each category. You can photocopy the attached form if nominating for more than one category, or you can get extra forms from your local Usdaw office or download from our website: [www.usdaw.org.uk/nominate](http://www.usdaw.org.uk/nominate)



## Outstanding Achievement Award

This award recognises Reps who have demonstrated a record of outstanding achievement and commitment to the Union. The focus for this award is not necessarily about the Reps with the longest Union service or those that have recruited the most members over the years.

The following points are not exhaustive, however when filling in the nomination form you may want to consider:

- Has the nominee built and maintained a good level of membership in their workplace over many years and had a great record in representing members?
- Has the nominee shown exceptional commitment and empathy in difficult circumstances such as in a redundancy or restructure?
- Does the nominee regularly 'go the extra mile' to ensure that members get a first class service?
- Have members and Reps been inspired and mentored by the nominee to get more involved in the Union?
- Does the nominee go beyond what would be normally expected from an Usdaw Rep, for example regularly coming into work on Union business in their own time, at all times of day and at weekends?



Linda Joyce Hall and Anne Meacock, 2017 Winners

## Individual Organising Award

This award has a strong emphasis on the Union's organising model. When nominating think about individuals in your workplace who have made a significant contribution to the development of an organised workplace. They may also be people who have a very successful recruitment record.

When filling in the nomination form you may want to consider:

- Has the nominee helped to establish Usdaw as the place where members turn to if they have a problem?
- Has the nominee played a key part in bringing forward other Reps and contacts to help organise the company?
- How has the nominee helped develop a team of activists and helpers among the members?
- Has the nominee significantly boosted membership in the company – not just in numbers but as a proportion of members in the Union in the workplace?
- Have any particular obstacles been overcome – and does management consult with Usdaw?



Simon Archer, 2017 Winner

## Health and Safety Rep Award

This award honours a Health and Safety Rep who has made a significant contribution to Usdaw's safety work in the workplace. Health and safety is one of our key workplace issues and this award places emphasis on how the nominee has used the organising model to develop a workable health and safety policy in the workplace.

When filling in the nomination form you may want to consider:

- How has the nominee's work improved health and safety in your workplace?
- Has the nominee introduced new health and safety policies and how have those changes impacted on the membership?
- Has the nominee integrated health and safety issues into the workplace organising plan to help build membership in the workplace?
- Have better health and safety policies increased membership?
- What lessons for other Health and Safety Reps can be learnt from the nominee's innovative approach?



John Forbes, 2017 Winner

## Individual Recruitment Award

This award recognises Usdaw Reps and members who have made a significant impact in recruitment or the way we recruit new members. This award is not simply a numbers game as we are also looking for Reps/members that have shown innovation in recruiting new members.

When filling in the nomination form you may want to consider:

- How many members has the nominee recruited and what percentage of the workforce is that?
- What is especially innovative about their recruiting technique, ie do they have good people skills, have they used inductions in a unique way or used some other clever technique?
- Was the workforce initially hostile to Union membership and how was that overcome?
- Was membership low and the Union structure rundown? Has the nominee re-energised our structures and recruitment methods?
- What are the personal qualities that make the nominee an outstanding recruiter and organiser?



Mike Adamson and Samantha Harvey 2017 Winners

## The Campaigns Award

This award will reward the work of an individual or a team of members who have actively promoted Usdaw's main campaigns.

When filling in the nomination form you may want to consider:

- Are you nominating an individual or a team?
- Which campaign or campaigns are you making the nomination for?
- What form has the activity taken, ie street/in-store stalls, raising the issues with management, etc?
- Has the nominee worked with outside agencies, elected representatives or management to raise the profile of our campaigns?
- What impact has the campaign activity had on the awareness of the Union in the workplace and has it boosted membership levels?



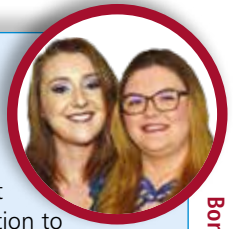
Co-op Reps Bristol, 2017 Winners

## Most Promising New Activist Award

This award recognises the work of a member who has become active in the Union in the last two years and has made a significant contribution to the work of the Usdaw team in the workplace. There is no upper age limit but we would particularly welcome nominees who are 25 or under.

When filling in the nomination form you may want to consider:

- What specific contributions has the nominee made to Usdaw activity in the workplace?
- How many members have they recruited?
- Have they undertaken training to make them a more effective member of the Usdaw team?
- Have they mentored other new members passing on their experience?
- Have they taken on any positions within the Union?



Bonny Bennett and Marie McCallion 2017 Winners

## Team Recruitment and Organising Award

This award seeks to honour a team of Usdaw Reps and Shop Stewards who have pulled together as a team to build an effective collective voice in their workplace using the Shop Steward structures.

When filling in the nomination form you may want to consider:

- Does the team meet regularly to plan its workplace organising strategy?
- Does the team share out its organising tasks among its members, and encourage other activists to help?
- How does the team help to develop its members and encourage more Reps to come forward?
- What innovations has the team introduced to boost membership, how many new members have been recruited and how are members encouraged to be active?
- What can other Usdaw teams across the UK learn from their work?



Wincanton Sherburn-in-Elmington, 2017 Winners

## Union Learning Rep Award

This award recognises the work of a Union Learning Rep who has used our successful Lifelong Learning programme to increase membership and improve workplace organisation.

When filling in the nomination form you may want to consider:

- How has the nominee made sure that the learning initiative is seen as Usdaw driven?
- How well does the nominee work with other Union Reps on site – such as Shop Stewards and Health and Safety Reps?
- Has the learning initiative been integrated as one of the organising initiatives at the site or in the company?
- Has the nominee pioneered a new learning initiative to make learning more accessible or affordable for our members?
- Has the nominee managed to ensure management are on board with the learning initiative – for example through some kind of learning committee or learning agreement?



Fliss Pryce-Page, 2017 Winner

## The Equalities Award

This award is aimed at members who have made a significant contribution to boosting workplace membership through our equalities agenda and campaigns. We would particularly welcome nominees who have made inclusiveness a core value for our members and who have developed organisation and recruitment among under-involved groups.

When filling in the nomination form you may want to consider:

- Has the nominee been successful in building membership among any of the following four groups of members – women, Black members, disabled, or LGBT (lesbian, gay, bi-sexual and transgender)?
- Has the nominee used equalities campaigns (ie Supporting Parents and Carers, Domestic Violence, Racism is No Joke) as a way of raising the Union's profile in their workplace?

- Are equality issues an integral part of the work of the nominee rather than something they only deal with as and when there is a problem?
- Has the nominee found new ways to reach out to under-involved groups of members, ie organising English as a Second Language (ESOL) courses for workers from overseas; raising the profile of disability rights or tackling homophobic bullying in the workplace; using the women's health leaflets to encourage more women to get active in the Union?
- Has the nominee helped to establish Usdaw as a place where members who are facing discrimination and inequality can turn to?



Kirsty Lowe, 2017 Winner

# How to Nominate

- Please use one form for each nominee. You may photocopy this form to nominate for each category.
- Any Usdaw member may nominate.
- Any Usdaw rank or file member may be nominated (Usdaw employees cannot be nominated).
- You may only make ONE nomination in each category.
- Please return this form to your Divisional Officer by Friday 21 September 2018.



## 1. Which award?

Please tick the box to show which award category you are making your nomination for.

- |                                  |                       |  |                       |
|----------------------------------|-----------------------|--|-----------------------|
| 1. Outstanding Achievement Award | <input type="radio"/> | 6. Team Recruitment and Organising Award | <input type="radio"/> |
| 2. Individual Organising Award   | <input type="radio"/> | 7. Most Promising New Activist Award     | <input type="radio"/> |
| 3. Health and Safety Rep Award   | <input type="radio"/> | 8. Union Learning Rep Award              | <input type="radio"/> |
| 4. Individual Recruitment Award  | <input type="radio"/> | 9. The Equalities Award                  | <input type="radio"/> |
| 5. The Campaigns Award           | <input type="radio"/> |  |                       |

## 2. Your details

Name

Home Address

Postcode

Home Telephone  Mobile

email  Workplace

Usdaw branch name/number

Position in Union

Signed

Date

## 3. Who are you nominating?

Please enter personal details of the person you wish to nominate.

Full Name  Date of birth

Home Address

Postcode

Home Telephone  Mobile

email  Workplace

Usdaw branch name/number

Position in Union

Area Organiser



## Usdaw Organising Awards 2018 A message from the General Secretary



Following the previous success of Usdaw's national Organising Awards ceremonies, we are now seeking nominations that will recognise outstanding achievement in organising and/or recruiting during 2018.

This event is unique in the trade union movement and it helps to properly recognise the hard work put in by our army of Reps nationwide.

Last year, there was a very high standard of nominations recognising the work of our newest members, the tireless work of our Health and Safety Reps, members working hard on the equalities agenda and Lifelong Learning and some exceptionally high quality, innovative work in organising, recruiting and campaigning across the seven divisions.

So I would encourage every Union member to look around and think about which category you could make a nomination for that recognises the work you and your colleagues do on behalf of Usdaw members.

The fourteenth national Organising Awards ceremony will be held in Manchester on Saturday 19 January 2019. We are asking for your help in making sure we have another exceptionally high quality group of nominations. You will find a full explanation of the suggested criteria for each award in this form.

**Paddy Lillis**  
General Secretary

# Usdaw divisional offices

## South Wales and Western Division

Divisional Officer: Nick Ireland  
Usdaw, Unit 10, Oak Tree Court  
Mulberry Drive  
Cardiff Gate Business Park  
Cardiff CF23 8RS  
Tel: 029 2073 1131

## Eastern Division

Divisional Officer  
Usdaw, Unit 12/13 Regent Gate  
83 High Street  
Waltham Cross  
Hertfordshire EN8 7AF  
Tel: 01992 709280

## Midlands Division

Divisional Officer: Gavin Dadley  
Usdaw, 1 Oak Tree Park  
Burnt Meadow Road  
Moons Moat North, Redditch  
Worcestershire B98 9NW  
Tel: 01527 406290

## North Eastern Division

Divisional Officer: Joanne Thomas  
Usdaw, Unit 2  
Temple Point Business Park  
Bullerthorpe Lane  
Leeds LS15 9JL  
Tel: 0113 232 1320

## Scottish Division

Divisional Officer: Stewart Forrest  
Usdaw, Muirfield  
342 Albert Drive  
Glasgow G41 5PG  
Tel: 0141 427 6561

## Southern Division

Divisional Officer: Sue Merrell  
Usdaw, Meldrum House  
89-91 Middleton Road, Morden  
Surrey SM4 6RF  
Tel: 020 8687 5950

## North West Division

Divisional Officer: Mike Aylward  
Usdaw, 5 Ibis Court, Centre Park  
Warrington WA1 1RL  
Tel: 01925 578050

**Please return this form to your divisional office  
by Friday 21 September 2018.**

If you require more nomination forms you can photocopy the attached form or you can get extra forms from your local Usdaw office or download from our website: [www.usdaw.org.uk/nominate](http://www.usdaw.org.uk/nominate)

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**Usdaw**  
Union of Shop, Distributive  
and Allied Workers

**Sata**  
Supervisory, Administrative  
and Technical Association

