

A portrait of a young woman with dark, curly hair, wearing a light-colored sweater, looking directly at the camera. The image is overlaid with a semi-transparent blue filter.

# Supporting Young Workers

WORKPLACE  
MENTAL HEALTH

#YoungWorkers

# 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 less 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.

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](http://www.usdaw.org.uk). **Responsibility of keeping payments up-to-date rests with the member.**

Use **BLOCK 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

Surname

Forename

Email

Full Postal Address

Postcode

Tel. No. (inc. STD)  Mobile No.

Date of Birth  Age

Company Name \_\_\_\_\_ Occupation \_\_\_\_\_

Workplace Address

Postcode

Location No. \_\_\_\_\_ Employee No. \_\_\_\_\_

**Opt-in Notice** I agree to contribute to the Union's political fund at the rate set out from time to time in the Rule Book, and I understand that this agreement constitutes an opt-in notice for the purposes of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended and the Trade Union and Labour Relations (Northern Ireland) Order 1995. Every member may opt to contribute to a separate fund for the furtherance of the Union's political objects under the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) or, as appropriate, the Trade Union and Labour Relations (Northern Ireland) Order 1995 by ticking this opt-in notice. A member who chooses not to contribute shall not, by that reason, be excluded from any benefits of the Union or be placed in any respect either directly or indirectly under a disability or at a disadvantage as compared with other members of the Union (except in relation to the control of the fund).

**For Members Paying by Payroll**

I hereby authorise my employers for the time being, 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.

**Privacy Notice**

As a member of the Union, Usdaw will process your personal data as part of its legitimate activities in providing trade union services and benefits in accordance with the Union's Objects stated in the Rule Book and to perform its obligations to you under statute or contract. This involves processing of personal and sensitive personal data under the current data protection legislation. We will store your personal data only for the period necessary under law to enable us to fulfil our legal obligations. You have the right to request access to your personal data, and its rectification, erasure, restriction on processing, and portability. You have the right to withdraw consent for sharing of your personal data and to complain to the Information Commissioner. Usdaw and its Data Protection Officer may be contacted at Usdaw, Voyager Building, 2 Furness Quay, Salford Quays, Manchester M50 3XZ.

Member's Signature \_\_\_\_\_ Date \_\_\_\_\_

Recruiter's Name \_\_\_\_\_

Recruiter's Membership No. \_\_\_\_\_

# 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](http://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 also join online at: [www.usdaw.org.uk/join](http://www.usdaw.org.uk/join)