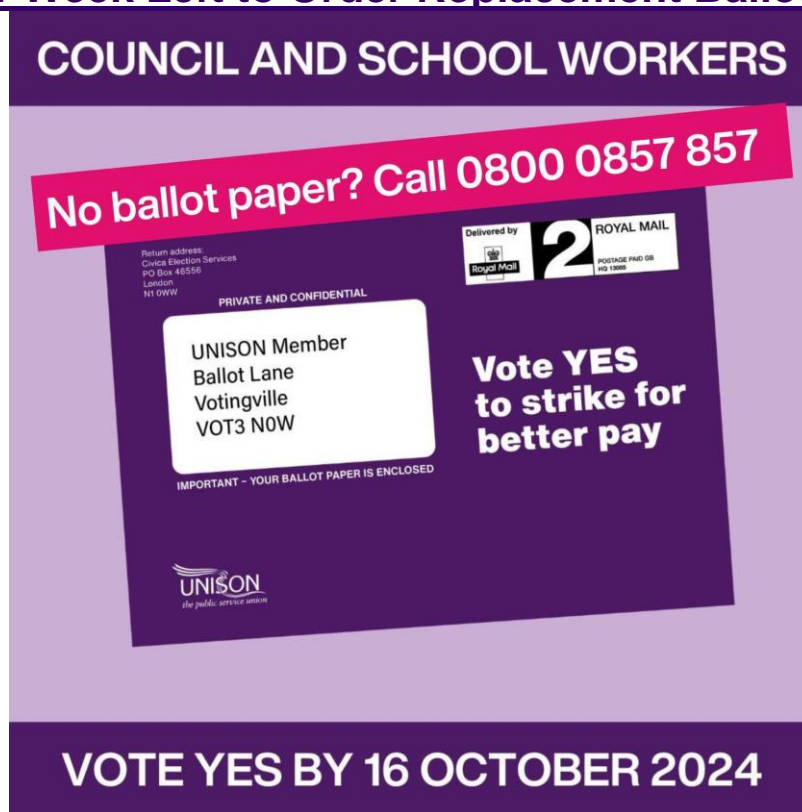


Only 1 Week Left to Order Replacement Ballot Paper



If you are participating in the National Pay Ballot, then you should have received a purple envelope containing your ballot paper by now. Hundreds of members have already sent in their ballot paper and thank you to those who have responded to phone calls, text messages or emails. The most basic reason for being a member of a trade union is to have the best pay, terms and conditions you can and job security.

If you have not received your purple envelope, then do request a replacement ballot paper as soon as possible by ringing 0800 0857 857. This hotline is open 7am – midnight Mon – Fri; 9am – 4pm Saturday. The hotline closes midday 9th October.

Every day you leave contacting this number, tightens the turnaround time for receiving the replacement and getting it sent back in time before the ballot closes. Please Act NOW! Please support yourself and your colleagues by participating in this critical ballot.

BEYA Barnet UNISON school staff : Vote YES

97% of members across these three Barnet schools have voted in the UNISON National Pay Ballot.

Our members want to share this video with all UNISON school support staff members because they believe school support staff deserve more pay.

Time is running out to be able to vote.



[Click the above image to watch the video from our members in BEYA.](#)

[Far-right protests flop as anti-racists outnumber them across the UK](#)

London

A tiny group of fascists were massively outnumbered by the SUTR counter demo in Trafalgar Square – 400 anti-racists versus a maximum of 10 demoralised-looking fascists.

Sasha adds – Epic fail by the fascist “unite the kingdom” ‘demo’ in Trafalgar Square today. 10 fascists tops. One stood proudly behind police lines with “ENGLAND” on the bar cross of St George but held it upside down for 15 minutes before one of the Nazis pointed it out.

#NeverAgain

[Click here to read about the other SUTR counter demos across the UK](#)





Stand Up To Racism
@AntiRacismDay · [Follow](#)



BREAKING: a tiny group of fascists are being massively outnumbered in Trafalgar Square

[#StandUpToRacism](#)



1:08 PM · Sep 28, 2024



1K Reply Copy link

[Read 110 replies](#)

[Click above image to watch the video](#)

[Click here to read about future SUTR events](#)

Pensions Advice

Mark Fox and Jim Nokku from the Barnet Pensions Team will be continuing 1-2-1 chats with pension scheme members to address any specific questions or concerns you may have. This personalised approach ensures everyone gets the tailored guidance they need,

although they cannot provide any financial advice.

The next batch of 15-minute chats will take place Wednesday 9 October between 11am-1pm and 2pm-4pm in the Colindale Office.

Book your slot today by emailing pensions@barnet.gov.uk

If you cannot make the 9 October and still wish to have a chat regarding your pension, further sessions will take place over the rest of 2024 and 2025 on:

- 5 November
- 12 December

- 15 January
- 12 February
- 12 March

OCTOBER – MENTAL HEALTH MONTH



Stress: an introduction

Stress is one of the biggest causes of health problems in the workplace. In general terms, stress is a reaction to pressure or harassment at work.

The Health and Safety Executive's (HSE) definition of stress is: "The reaction people have to excessive demands or pressures, arising when people try to cope with tasks, responsibilities or other types of pressure connected with their job, but find difficulty, strain or worry in doing so."

Stress can be difficult to identify in an organisation as employees may not admit to feeling stressed.

What causes stress?

Stress can be caused by a number of factors including:

- long hours and shift work;
- lack of control or insecurity;
- lack of job satisfaction, boredom or isolation;
- fear of violence, bullying or harassment;
- bad relations with other work colleagues;
- problems with the working environment (such as noise, temperature, overcrowding and poor facilities);
- low pay.
- over intensification of work (too much work to do with given resources)

What are the laws on stress in the workplace?

The law says that employers are responsible for the safety of their employees while they are at work, and this includes stress. Certain levels of stress are normal and may even be helpful. However excessive levels of stress can be destructive and lead to psychiatric injury for which the employer may be liable for a claim in a county court, or Sheriff Court in Scotland, for negligence depending upon the circumstances.

Once an employer knows that a worker is or may be at risk of injury, they must investigate the problem and find out what they can do to resolve it.

Under the Management of Health and Safety at Work Regulations 1999 (in Northern Ireland under the Management of Health and Safety at Work Regulations (Northern Ireland) 2000), your employer must assess the nature and scale of health risks at work (including stress).

The Working Time Regulations place limits on the length of the working week and force all employers to give employees paid holiday.

In certain circumstances a claim for stress from harassment may form part of a claim to the employment tribunal in respect of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation discrimination under the Equality Act. Where a worker has become disabled due to the stress that they have suffered, the Equality Act requires employers to make reasonable adjustments to their work or

workplace.

Most public sector organisations are covered by the Public Sector Equality Duty contained in the Equality Act 2010 (in Northern Ireland section 75 of the Northern Ireland Act) which aims to make sure employers pay “due regard” to the promotion of equality. This includes disabled people, some of whom may be more prone to stress at work.

If you are affected by any of the symptoms of stress such as long working hours or unreasonable workloads, contact your UNISON rep immediately.

Read further here:

<https://www.unison.org.uk/get-help/knowledge/health-and-safety/stress/>

Get support:

- If you are suffering from stress, or feel unwell, speak to your GP immediately.
- Speak to your UNISON rep if you feel your workload is unreasonably high, if you feel you are under pressure, or if you are being harassed or otherwise [discriminated against](#) in any way.
- If your employer has an Employee Assistance Programme contact them.
- Get more support by contacting **Able Futures** [applying for Able Futures](#) or call them on **0300 456 8114**



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