

How to organise members to deal with changes at work

Build your CSP network – map your workplace

Get together with the other safety reps and stewards in your trust or workplace and do a mapping exercise on where the physiotherapists/associates reside at your workplace/trust and if changes are underway, how it will affect them.

You can set up a spreadsheet or download/print off a plan of your workplace from your employer's website to use for reference or design your own floor plan of your workplace on a sheet of paper – do whatever works for you

The CSP can assist by giving you data on the number of members we hold at your workplace or organisation. We can provide members' names but not their personal contact details.

Note: Do ensure there is no identifiable data on your map if you are showing it to others unless they are a CSP accredited representative. For example, you cannot include any details about who is or who is not a member of the CSP. Contact your SNO if you have any queries.

On your map you want to include, if you can, the following information:

- 1 Number of physiotherapists/associates
- 2 Number of CSP members
- 3 Number and names of CSP activists (i.e. steward/safety rep)
- 4 Issues affecting members – when a restructuring is proposed how will it affect the members?

After you have done your map draw up a 'to do' list of your priority sites where having an active member being your main contact to help you organise the physiotherapists and associates affected by the change.

Example - St Elsewhere hospital

Work area	Outpatients
No of physiotherapists and associates	25
Members	15
Reps (safety reps/steward)	1 steward
Issues	Losing space will lead to overcrowding Not enough work stations

Getting Members Involved

Introduction

Good workplace organisation depends on active members and representatives, so consider the following tips on how to approach people to get involved.

- Find out what interests people and what they are involved in.
- Find out about members who have challenged management and have shown good judgement.
- Involve yourself with people who organise social events and activities – they might be prepared to do it for the CSP.

- Target people who are natural leaders', i.e. they seem to be respected, trusted and liked by their peers, or they are not afraid to speak out.
- Notice those who help others and don't just do things for themselves
- Be aware of that person who others turn to for help or guidance.
- Play devil's advocate to stimulate discussion on a topical situation to see who 'bites'
- Always carry some CSP recruitment materials, merchandise, e.g. a pen, or relevant information that you think may interest colleagues. Note you can usually pick up our merchandise when you attend your regional training day.

Consider:

What motivates a member to be involved?	What stops people getting involved
<ul style="list-style-type: none">• A feeling of justice or unfairness• A particular issue that they want to see resolved• Previous involvement with a union• A sense that they want a voice, respect and dignity at work• Already active in other groups, e.g. a Greenpeace member or volunteers for a local community organisation	<ul style="list-style-type: none">• Afraid of being singled out• Not enough time at work or other commitments• Not confident enough to get involved• Feel they lack the skills or knowledge Haven't been asked• Times of meetings/venues are inappropriate

Source: TUC publication: Organise! a voice in every workplace

When you have recruited your CSP Workplace Contact - DO:

- 1 Ask how they think they can help and what they feel comfortable with, and how much time they can provide.
- 2 Give them tasks that are manageable and achievable
- 3 Go back to him or her and see how they felt about the task they undertook. Discuss any of their concerns/issues that may have come up and how to resolve.

Examples of tasks your CSP Workplace Contact could undertake:

- 1 Distribute CSP pamphlets
- 2 Create a map of their work area showing members/non-members and to draw up a list of names of who to recruit
- 3 Approach three people to find out what is good or bad about the workplace
- 4 Get others to complete a survey or a petition
- 5 Ask others to join the CSP and complete an application form
- 6 Put up a CSP poster
- 7 Ask a person to attend a CSP meeting or event
- 8 Ask people who have relevant skills to help you to compose/design a leaflet or newsletter etc.
- 9 Find members to get involve in a CSP activity, such as a campaign/exhibition or event

Check out the CSP Learning Hub
eBites for Stewards and Safety Reps
on Mapping and Building the
Workplace Team.
<https://vle.csp.org.uk>