

Dear Colleagues,

GMB Scotland Risk Registers

GMB Scotland has set up Risk Registers so that members, workplace representatives and officers can record where things have gone wrong with employers' responses to the COVID-19 pandemic. The registers can be accessed via this link:

<https://www.gmb.org.uk/support/coronavirus/covid-19-risk-register>

Individual Risk Register

Individuals can complete this form to record their concerns about what has happened to them.

As with GMB Scotland's historic Asbestos Register, this Covid-19 Risk Register will put on the record members concerns so there can be no dispute in the future about the level of risk they faced.

Workplace Risk Register

GMB reps and officers can register concerns about particular employers or workplaces using this form.

We will be putting on record how GMB has approached employers to improve the safety of their workforce and what responses employers made.

The Health & Safety at Work Act 1974 says managers must:

- Do everything they reasonably can to protect you at work
- Risk assess every job you do
- Work out what the risks are to you and put in as effective protection as they can

Section 44 of the Employment Rights Act 1996 says:

- You cannot be sacked for speaking out about the risk to you
- Your opinion of the risk to you matters
- You can step away from a job that puts you at "serious and imminent danger"

GMB Scotland is clear that your employer must:

- Properly protect you at work
- Not ask you to take on a job in a high risk area without Personal Protective Equipment (PPE)

Managers must:

- Carry out risk assessments on you/your workplace
- Ensure you are not exposed to high risk if you are in the vulnerable category
- Provide the right PPE for the job you are doing
- Provide hand washing facilities - soap and sanitiser - and time to wash hands more often
- Provide information and updates on any risk as it occurs
- Speak to you about risk
- Cut out the risk/lower the risks to you
- Engage promptly with your GMB Representatives on issues

If you have a GMB rep your workplace they have recently been guided by your Branch Secretary or Regional Organiser to speak with your employers regarding risk assessments that are being carried out in your particular sector/workplace.

If you are still having issues around employer`s failure to consult with reps and individual vulnerable members. Our advice to you is to raise this issue via your internal grievance procedures and complete the risk register.

This enables us to have a log of those employers who have not acted in line with Health and Safety legislation.

There will be no hiding place for employers who have failed to adequately address the safety concerns of their employees and their union.

The risk register is separate from a personal injury claim If you feel you have suffered injury due to COVID-19 There is separate guidance from UnionLine Scotland.

Don't forget you can access the individual and workplace risk registers via this link:

<https://www.gmb.org.uk/support/coronavirus/covid-19-risk-register>

The Risk Register is being managed by UnionLine Scotland – your trade union law firm.

Remember, your union is here for you and we will do our best for you.

If you have colleagues who are fellow GMB members and are not receiving our updates, they can sign-up to our service at www.gmb.org.uk/mygmb

If you know a colleague who is not a member of GMB and wants to join, they can do so online at www.gmb.org.uk/join

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