

# Unite Hospitality

## Make my Workplace Safe!



### What Your Employer Must Do

1. They must enact their lawful duty of care to protect the health, safety and welfare of all employees
2. They must comply with the specific Government Covid19 safety guidance.
3. They must consult staff on risk assessment and safe practices and allow the election of worker safety reps

### What You Must Do

1. You must ensure you work safely in line with government guidelines and not place yourself or work colleagues at risk
2. You must comply with health, safety and welfare measures agreed with your employer
3. You must not go to work if you or any member of your household is displaying symptoms of Covid19

### What Union Members Must Do

1. You must engage with your colleagues and encourage them to join Unite - an organised workplace is a safe workplace
2. You must demand full consultation and the right to elect workplace safety reps
3. You must challenge unsafe practices through the mechanism of your grievance procedure.

### Know Your Rights

1. Under your statutory employment rights you have the automatic right not to be dismissed or suffer detriment for raising health and safety concerns with your employer
2. Under your statutory employment rights you have the right to stop work if the health and safety of yourself and your work colleagues are in imminent danger. (I.e. over capacity or increased workload making safe social distancing impossible)
3. You have the right under the Public Interest Disclosure Act to report your employer to the Enforcement Authorities if they are acting in a manner which places yourself, your colleagues or the public at imminent risk.

## Download Unite Health & Safety Guidance Documents

<https://unitetheunion.org/campaigns/coronavirus-covid-19-advice/>

[www.unitetheunion.org/join](http://www.unitetheunion.org/join)