

ANY WHERE BRANCH

Getting a practical mentoring scheme
off the ground

MEMBERSHIP FACTS AND FIGURES

- Total membership around 7000
- Women 6000
- Men 1000
- Ideal numbers of reps is 1 per 25 members = 280
- Current numbers on RMS
 - 52 Stewards (9's)
 - 54 ERA Certified Stewards (50's)

UNISON POLICY ON HOW TO SUPPORT AND DEVELOP REPS

- ◉ The Policy document explaining the rationale and giving model agreements about mentors and buddies
- ◉ The Trained and Active Plan
- ◉ The principle of the named Branch Contact
- ◉ A start would be for everyone in the room to become the named contact for one other rep who is not in the room and get a completed TAP from these people.

NEXT STEPS

- Those who have a completed TAP form to become the named contact for the next group of reps and so on until all reps have a named contact and a completed TAP form
- TAP forms analysed and extra training offered
- But as a minimum now what's needed is a STEWARDS REFRESHER course and an ORGANISING Steward Course

ACTIVITY - WHY MENTOR REPS?

- In each category below think how would the individual benefit from having a mentor and how would the branch benefit
 1. In the first weeks after election but before they have attended a formal course
 2. After they have attended a formal course but have not yet represented a member
 3. When they have to represent a member
 4. When they are running local campaigns

ACTIVITY - THE IDEAL JOURNEY

- From Potential members to ERA certified Steward
- You will be given a set of cards - arrange them in chronological order your group thinks is appropriate

ACTIVITY : OFFERS

- What should people receive from or be offered by UNISON when they
 1. Become a member
 2. Become a workplace contact
 3. Become a rep

YOUR TRAINED AND ACTIVE PLAN

- ◉ Split into pairs and complete your trained and active plan
- ◉ Volunteer to be the named contact for another rep - to complete their TAP form with them and to assign them a rep for whom they will themselves be a named contact
- ◉ Consider how the branch will assign named contacts to NEW reps