

IMPACT

RISING TO THE CHALLENGES

IMPACT is one of Ireland's largest trade unions. Established in 1991, IMPACT represents public sector workers across Ireland. IMPACT members work in Health, Education, Local Government, the Civil Service and Services and Enterprises.

75% of our members are women. As are many of our workplace and branch executive representatives. Yet, only six out of 27 members of our Central Executive Committee are women. This disconnect is not unique to IMPACT. In fact, it is replicated right across the Trade Union movement and in our political structures.

Considering this, we organised training specifically for female Branch Executive Committee members in partnership with Women for Election.

ABOUT WOMEN FOR ELECTION (WFE)

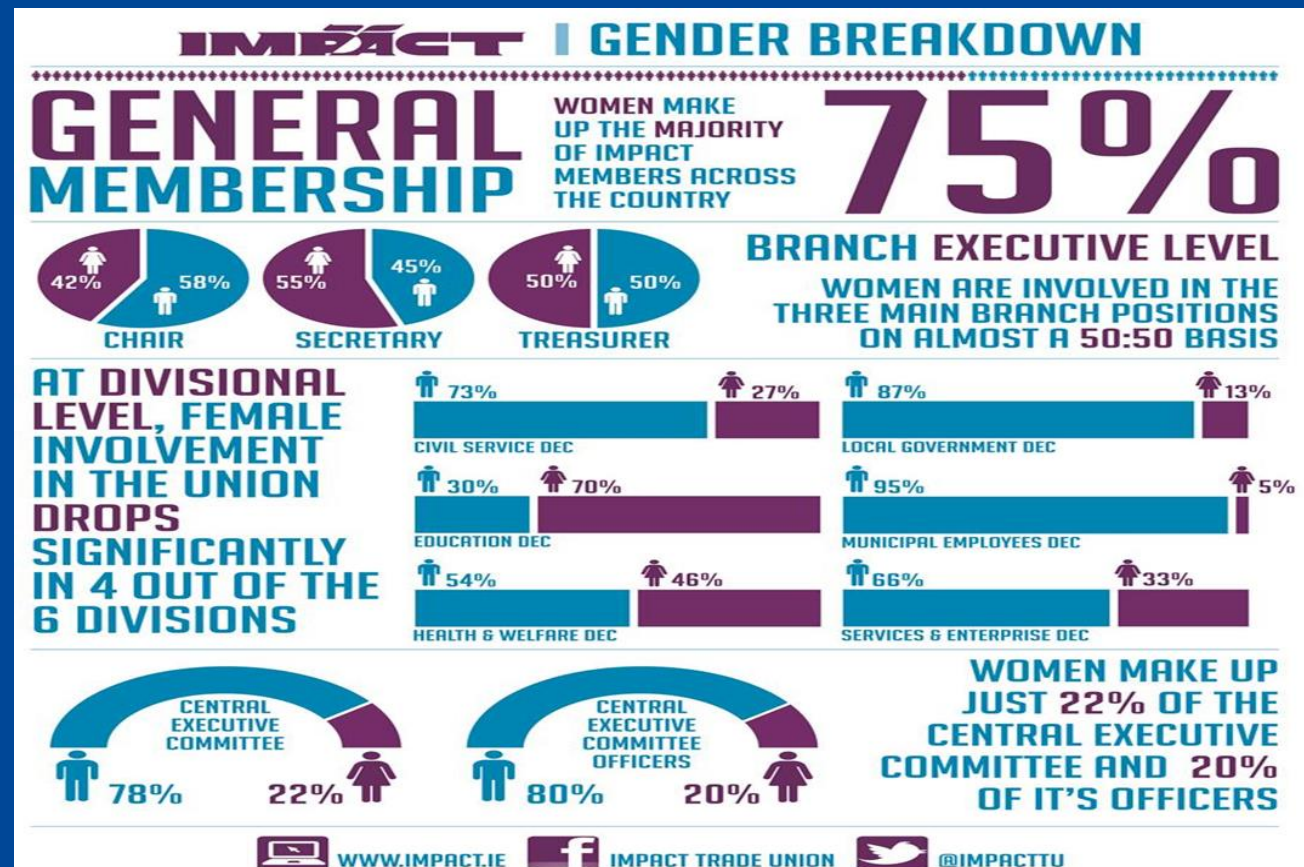
WFE is a not for profit, non-partisan organization with a mission to inspire and equip women to succeed in politics. WFE run training programmes to support women to take the step from interest in politics, to action.

Since 2012, WFE have trained over 1,000 women from all around Ireland and 18 EU member states. The results of this training speak for themselves.

In 2014, they trained 180 women out of the 441 women who were on the ticket in local elections – more than 50% were elected. Similarly, 40% of newly elected TDs (elected representatives) to the 32nd Dáil are WFE Alumnae.

Find out more about WFE at www.womenforelection.ie

Gender Breakdown



IMPACT Structures

We are comprised of six Divisions each one representing members working in the different sectors of the Public Sector

Civil Service

Health & Welfare

Local Government

Services & Enterprises

Education

Municipal Employees

Each Sector has its own individual needs and it was important to identify these needs so the approach taken would maximise on potential growth within the sector

Organising Initiatives

Educational Sector

Early Years Childcare Campaign

Background to Sector

30,000 workers in 5,000 employments

Growing sector in recent years (Ireland has the 4th highest birth rate in the EU)

Increasing graduate led workforce

Recent introduction of a 'Free Pre-School Year' which has been extended (free for parents for three hours a day)

Set curriculum by Department of Education and Skills

IMPACT Campaign

- 2014: Commissioned Research
- Early 2015: Met Key Stakeholders
- Late 2015: Partnership with Association of Childhood Professionals
- 2016: 24 Public Meetings across Ireland (Feb to July)
- Report Commissioned, Summer 2016 – key recommendation of an Early Years Education Branch within Education Division

Organising Activities

- Pension Talks – Nationwide
- Autism Training – Nationwide
- Interview Skills Seminars – Nationwide
- Mood watchers Training - Nationwide
- Family Days – Events

Branch Development

- Strategic plan
- Branch committees
- New committee members
- New committee members received Step up and Level 1 and 2 Training
- Organiser report at branch meetings, fact sheets and presentations, sick leave policy, protected disclosure, WRC
- Team building seminar, wellness session, table quiz, strategic plan for branches, healthy branch checklist

Branch Development

- Life skills coaching
- Presentation from dietician
- Mindfulness session
- Table quiz
- Presentation on industrial relations
- Presentation on job evaluation scheme
- Individual branch strategic plan

Healthy Workplace Check-Up (HWCU)

- Tool to help identify how well organised the workplace is
- Helps reps highlight tasks that can be done to get workplace better organised
- Shows the areas where support is needed

Healthy Workplace Check-Up (HWCU)

Areas to cover:

- Mapping
- Density/Recruitment
- Representation
- Communication
- Engagement

Healthy Workplace Check-Up (HWCU)

- Puts a metric on how organised the workplace is
- Easy to monitor development and compare with other employments
- Being rolled out in employments now
- Have identified employments were only 10-25% organised despite having reps in place
- This confirmed why there was a need for a Health Check
- Provides a simple template for developing each workplace and connecting them with each other

Campaigning & Profile Building

- As a Public Sector Union we also campaign on Social Issue.
- It is important to identify Social Issues that impact most on members
- Our members are likely to work in these sectors
- Some of the campaigns we have been involved in

- Job bridge Campaign/ Work Experience Principles
- Coalition for Publicly Funded Higher Education
- Community & Voluntary Sector Funding/ Pay Restoration
- TTIP/CETA
- Housing & Homelessness/ 'Secure Rents' Campaign
- Right to Water
- Coillte

Training & Development

Workplace Representative Training

Strong and robust workplace representative training plays a vital role in the growth of any Union as it empowers the members to deal with issues at a local level where possible.

The type of training we deliver

Level 1

Module 1 'IMPACT and how it works'

Module 2 'Effective communications' –listening exercise

Module 3 'Building union strength' –focus on union strength at branch

Module 4 'Representing members and dealing with management'

Level 2

Module 5 'Leadership and teams: building effective IMPACT

Module 6 'Rights at work and collective bargaining'

Module 7 'Workplace equality: delivering for all IMPACT

Module 8 'Introduction to political economy'