

# Getting the most of your UNISON Membership

**Steph Kearns – UNISON Greater London**

## Overview

- Employment Rights Bill / ASCNB / Fair Pay Agreement
- Employment Issues
- Legal Services
- Member Benefits
- There for you
- Financial services

# Overview

- 1.3 Million members
- Public services
- Representation
- Campaigning

## Contribution of Unions

The most recent comprehensive assessment of the contribution by union reps towards improved business performance was made by the then Department of Trade and Industry in 2007<sup>2</sup> as part of the previously mentioned review of union reps' facilities and facility time. The report found that the work of union reps resulted in:

- Savings to employers and the exchequer of between £22m - £43m as a result of reducing the number of Employment Tribunal cases;
- Benefits to society worth between £136m - £371m as a result of reducing working days lost due to workplace injury and;
- Benefits to society worth between £45m - £207m as a result of reducing work related illness.

## Employment Rights Bills

- Employment Rights Bill will repeal the great majority of the Trade Union Act 2016 accordingly
- Introduce the Fair Pay Agreement in Social Care
- Introduce the Adult Social Care Negotiating Body for England.

# Political Update - Employment Rights Bill

## **New individual rights, including:**

- Strengthened flexible working rights
- Changes to zero-hours contracts and practises
- Sick pay from the first day you're ill
- Bereavement leave widened to close family members
- Improved pregnancy and maternity rights
- New 'day one' rights to parental and paternity leave

## **Collective rights to help UNISON support member, including:**

- New access and recognition rights
- Improvements to facility time so reps can better represent members
- Protections against detriment and dismissal when taking industrial action
- Improved collective redundancy provisions
- A new Fair Work Agency to help enforce rights and resolve disputes

# Political Update - Adult Social Care Negotiating Body

- There is no pre-existing law on sectoral agreements in the social care sector. Historically, the bargaining power of care workers has been low, partly because of low unionisation rates. The Resolution Foundation estimates union membership is just 20 per cent for frontline care workers, where across the economy they are generally higher (at 41 per cent).<sup>1</sup> This has contributed to limited action on pay and terms and conditions in the sector.
- This new body will permit sectoral bargaining which will empower workers and unions to negotiate pay, terms and conditions for all social care workers. It will operate under a new, bespoke legal framework which applies to the negotiating bodies and provide for sector-wide agreements.

# Political Update – Fair Pay Agreement

**Fair Pay Agreement** – The introduction of a legal framework to uplift pay for social care workers that will be enforced by the secretary of state.

UNISON continues to be heavily engaged in discussions with government with regard to the delivery of the Fair Pay Agreement in social care. UNISON sits on the DHSC working group and all of the task and finish groups which are discussing the scope, make-up of the negotiating process and resultant agreement. This group will eventually produce proposals to go to public consultation ahead of implementation.

UNISON has successfully argued for a new stream of work on trade union access to the workforce in social care. The public consultation document is now in an advanced stage of drafting and we hope to have more news on this in the coming weeks.



# Partnership Working

- **Recognition Agreements** – A formal agreement between an employer and a trade union where the employer acknowledges the union's right to represent and negotiate on behalf of its members, particularly regarding terms and conditions of employment. This agreement establishes a framework for collective bargaining and consultation, ensuring a structured approach to industrial relations.
- **Collective Bargaining** – Employers consult with unions on proposed changes to pay, terms and conditions and therefore ensure workers have voice and are able to contribute to negotiations in a meaningful way.
- **Facilities Time** – Elected workplace reps will be provided reasonable time and facilities to undertake their union roles including time to represent members, undertake workplace health and safety assessments / reports and attend training to undertake their role effectively. The employment rights bill will strengthen these rights.

# Changes to Employer and Trade Union Working

- **Membership** – Introduction of a legal duty for employers to inform their workers about their right to trade union membership. Requiring them to provide their workers a written statement informing the workers of their right to join a trade union, and to inform all workers of this on a prescribed basis.
- **Access** – the Bill will make it easier for unions to access workplaces for the purposes of union organising. This policy also establishes an enforcement framework for trade union access to the workplace, allowing cases to be referred to the Central Arbitration Committee (CAC) for arbitration.
- **Recognition** –The Employment rights bill will reduce thresholds and simplify to make it easier for unions gain recognition with employers. Where an employer refuses to recognise a trade union voluntarily, that union can apply to the Central Arbitration Committee (CAC) to obtain statutory union recognition.

## Trade Unions

# Employment Procedures

- Grievances
- Disciplinarys
- Capability Meetings / Performance
- Sickness / Health Meetings
- Redundancy, Restructures

# Legal Services

We work with our specialist legal services provider, Thompsons Solicitors, to provide access to high-quality employment, personal injury, and criminal law advice.

- Employment Law
- Personal injury scheme
- Criminal law representation scheme
- Free legal advice
- Wills and conveyancing service

Contact UNISONdirect or outside their hours in an emergency the UNISON 24 hour criminal helpline on 0800 587 7530

## Member Benefits

- Travel
- Family
- Motoring
- Wellbeing- Health, dental and vision
- Pet Insurance

[All benefits | UNISON Member Benefits](#)

# There for you

- Emergency Financial Support
- Grants – school uniform and winter fuel
- Wellbeing breaks
- Budget Planner
- Benefits Checker
- Debt line
- General Advice – Free, confidential

**[There for You \(UNISON Welfare\) | Member support and services | UNISON National](#)**

# Financial Services

- Financial Advice

Book your FREE initial financial consultation with an expert adviser from Quilter Financial Advisers by using the details below.

Call: 08000 85 85 90

Email: [QFAinfo@quilter.com](mailto:QFAinfo@quilter.com)

- Travel Insurance
- Pre-paid Plus Visa
- Home Insurance
- Free accident and Death Insurance Cover
- Savings Plans

# Migrant Workers

We provide free immigration telephone advice to members who have come to work in the UK from another country. We work with the Joint Council for the Welfare of Immigrants (JCWI) to provide this support.

If you have been a member of UNISON for more than four weeks and need

immigration advice and information, please call us on  
0800 0 857 857.

**[UNISON Migrant Worker Network | UNISON National](#)**



# Fix the VISA Campaign

## Fix The Care Work Visa

Migrant care workers are being exploited by rogue employers, in a system based on restrictive visa sponsorship rules.

A new survey conducted by UNISON has revealed that:

- More than a **third** (36%) said they or migrant worker colleagues had been threatened with dismissal - with the risk of deportation - about treatment at work
- More than **100** respondents had paid between £5,000 and £20,000 in fees
- More than **four in ten** (46%) have experienced racism.

Email your MP today **and ask the government to take over sponsorship of migrant care staff from employers.**

Write to your MP with the link below [UNISON Action](#)

# Finding a new Sponsor

Boroughs Covered	ICS (Integrated Care Board Area)	Contact details:
Hillingdon, Harrow, Brent, Ealing, Hounslow, Hammersmith and Fulham, Kensington and Chelsea and Westminster	Northwest London	<a href="#">Displaced International Social Care Workers :: North West London ICS</a>
Barnet, Camden, Enfield, Haringey, and Islington	North Central London	<a href="#">International Social Care Recruitment Support &amp; Sponsorship Funding in North London - Proud to Care</a>
<u>Barking &amp; Dagenham</u> , <u>City of London</u> , <u>Hackney</u> , <u>Havering</u> , <u>Newham</u> , <u>Redbridge</u> , <u>Tower Hamlets</u> and <u>Waltham Forest</u>	Northeast London	<a href="#">Sponsorship Opportunities – Displaced Carers – SESCA</a>
Bexley, Bromley, Greenwich, Lambeth, Lewisham and Southwark	Southeast London	<a href="https://hub.goodworkselondon.co.uk/">https://hub.goodworkselondon.co.uk/</a>  <a href="mailto:info@goodworkselondon.co.uk">info@goodworkselondon.co.uk</a>
Croydon, Kingston, Merton, Richmond, Sutton and Wandsworth	Southwest London	<a href="#">Social Care Academy Hub</a>

# UNISON College

- We have always offered UNISON members a unique programme of learning for professional and personal development. Popular courses include, Neurodiversity awareness, Menopause Awareness, Excel for Beginners and Interview Skills.
- The College is now offering members a careers information, advice and guidance service
- Specific Courses for members working in health and social care including Dementia Awareness, Record Keeping in Social Care and Lone working - [Social care learning and development | UNISON College](#)