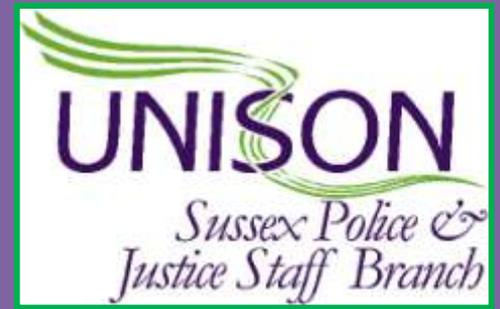


What is a



Trade Union?

A trade union is an organised group of workers who have joined together to achieve common goals such as better working conditions, wages and a safer working environment.

Trade Unions negotiate with employers on behalf of union members to agree wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and other policies.

Who is in the Branch?

The branch consists of a membership from Part time & Full time Staff. (In the UK nearly seven million people are in a trade union) Our members include PCSO's SOCO's Police Admin Staff, Comms Staff, Cleaning Staff, Probation Staff, Custody Staff and Catering Staff.

UNISON is the UK's largest trade union, representing all those who work in our vital public services and the Police and Justice Sector is the third biggest part of the Union along side, Local Government, NHS Staff, Education Staff and others.



Why join Sussex Police & Justice Staff Branch?

YOU are better off in the trade union as workplaces where there are recognised unions; people earn around 12.5% more than non-unionised workplaces.

The Branch takes part in campaigns and lobby's to persuade the public and Government that their cause is reasonable. This is even more so important at this current time with proposed changes to Policing and Probation Services on the horizon & the arrival of elected Police and Crime Commissioners.

So members benefit from the strength and security that comes from people working together to tackle problems currently or forthcoming.

Trade union successes

In recent months the Branch has worked with Regional and National Officers for Terms & Conditions and Pay that are fair and just for its members. Previously the Union as a body has won:

- ❖ a national minimum wage
- ❖ DDA Related Issues
- ❖ equality legislation
- ❖ laws on reasonable working hours
- ❖ minimum holiday and sickness entitlements
- ❖ health and safety in the workplace
- ❖ pension provision
- ❖ Bullying and Harassment Related Issues

As well as many thousands of local agreements on issues affecting particular workplaces.

How do trade unions work?

Union members agree a common aim of what they want to achieve. This might be about pay or bullying at work or challenging unfairness, for example. Sussex Police & Justice Staff Branch Representatives from the union gather evidence about the issue and present it to their employer. They discuss the matter with the employer to reach an agreement.

If the employer refuses to reach an agreement, union members can broaden their campaign to win wider support in the workplace. This may be with the public or at a national level with MPs and in government, or, as a last resort, taking strike action.

Trade unions also provide legal representation from Thompsons Solicitors for workers, for example to win compensation in the event of an accident or injury at work. The Union also provide other benefits and discounts such as free legal Wills and Services for their members.

Sussex Police & Justice Staff Branch represents your insurance policy for all work related issues.

In UNISON – the trade union for all public service workers – we believe in
Equality – we are all different, but we all deserve to be treated with respect and fairness. All of our voices should be heard
Solidarity – we work to support each other at work and in society
Democracy – our members have a right to make the decisions that shape their union
Participation – we aim to share our skills, commitment and creativity to build a stronger union

What is a trade union?

Find out more at www.unison.org.uk or www.sussexpoliceunison.org

Join online today at unison.org.uk/join or call **01273 404506** or email admin@sussexpoliceunison.org