

Amicus campaigns for fairness and dignity at work, and we believe we are supported in our demands by popular belief and sense of fair play. We stand for equality of treatment and opportunity, and we are committed to work for the proper recognition and reward of all at whatever level they occupy in their Faith organisations. We are resolutely opposed to bullying and victimisation of any minister or lay employee on grounds of his or her gender, race, disability or for any other reason or no reason. We meet frequently with Faith organisations to discuss these issues, however the more members we have, the stronger our case.

Employees in church bodies, missionary societies and church related charities are at home with many others in Amicus employed by similar organisations. The Church of England recognises Amicus for staff in the

National Church Institutions – the Archbishops' Council, the Church of England Commissioners, the Church of England Pensions Board and the staff working in the palaces of the Archbishops. Staff in a number of the diocesan offices are members of Amicus, and in some of the largest church related charities Amicus is the recognised union. (The Methodist charity NCH and the Children's Society are two examples.)

Staff in organisations where a union is established are 4 times more likely to be paid more than where there is no union. They are more secure too, have fewer accidents or diseases at work, better job security, parenthood and family leave, enjoy more equality and have more say than where their employer has no union. Employees have a legal right to join and be represented, so why wait join Amicus today.

For further information about the Faith Workers section of Amicus please contact the above number. For information on the wider union and the Community & Non profit sector please contact **Rachael Maskell** at

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**Faith Workers Section,**  
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[www.amicustheunion.org/nonprofit](http://www.amicustheunion.org/nonprofit)



# Amicus

## *Making a difference – together*

Helping you to gain the best representation and fairness at work

### A Union for all Faith Section Workers



# Join Us!

**Not a member? Join Amicus online – [www.amicustheunion.org](http://www.amicustheunion.org)  
or call the recruitment hotline free 0800 587 1222**



***The Faith Workers section has a designated help line for members and those who would like further information about the section, the number is 0845 108 2575.***

Few who commence working for church and faith bodies imagine they will need a union in their working lives. Today things are different however, and increasing numbers of faith workers are joining Amicus. Like other workers, those working for faith organisations need a union to help and support them when faced with difficulties. Amicus Faith Workers section fills this need.

Modern society and its attendant pressures, do not by-pass faith organisations. Those working for faith organisations all too often discover the strains of working life, which can easily impact upon the family. Long hours, difficult relationships with people, organisational restructuring and a host of other issues are as real for faith workers as anyone in the working world. This goes for ministers of religion and lay workers alike. New approaches to managing people and theories of 'human resource management,' can have dramatic consequences. Organisations are re-structured and new lines of accountability introduced. Without advice and good representation, one can be in trouble.

We are truly ecumenical, having members in all faiths and all kinds of workers for those faiths. We have access to the full time officers of Amicus for representation purposes and we have a trained and supported structure of local area representatives who can intervene and accompany members in meetings at any level in their organisation.

We have access to legal advice from employment and ecclesiastical lawyers, and we arrange appropriate forms of representation to cover the particular circumstances of each case that is brought to our attention. (However, if you delay joining until you encounter a problem we are more limited in what we can

do practically to resolve an issue. Legal actions are only possible where one has more than six months good standing as a member.)

In diocesan offices or national church institutions where staff are members, we are able to build in-house structures for support and representation. In Faith organisations where ministers are dispersed and working alone, our local area representative structure provides relevant and available support.

The financial state of some churches and faith bodies in the modern world, mean the material benefits of a successful professional career are not part of the package a minister can enjoy. On the other hand, the skills he or she needs as a leader and counsellor are comparable to the demands of the most exacting professions. Sadly, all too often, the necessary support and understanding to help ministers when things go wrong are missing. This causes distress and disillusionment, undermines families and is a source of great unhappiness

Amicus understands these dimensions of the life and ethos of a minister of religion. Faith workers have a calling and a sense of vocation for what they do, but in working to deliver God's word they are sometimes weakened and undermined by the deficiencies in organisations. Amicus believes that Faith workers should enjoy rights to fair treatment so that they and their families can experience a reasonable measure of justice and security in the jobs they do. We have been campaigning for a number of years for employment rights for Faith workers so that those who have no legal rights will in future be protected and will have a right of appeal when things go wrong. We frequently make representation to Government on these issues.

**Amicus – the union for people like you**

**amicus**  
the union