



## **If you work in the veterinary profession, British Veterinary Union in Unite is working for you**

**Just imagine the power of YOUR voice and the extent of the support YOU receive as members of BVU, drawing strength from Unite – Britain’s biggest trade union with over 1.5 million members!**



**[www.bvu.org.uk](http://www.bvu.org.uk)**

**[www.unitetheunion.org](http://www.unitetheunion.org)**



### **Who is the BVU in Unite for?**

Whether you are a Veterinary Surgeon (employee, employer, student or retired), Veterinary Nurse or Veterinary Nurse Student, Animal Nursing Assistant, Receptionist, Practice Manager or Auxiliary or Support Staff working in the veterinary profession for Veterinary Practice, University, Government, Research or Industry, BVU in Unite is YOUR organisation.

### **What will the BVU in Unite do for you?**

- **Providing you support and representation:** We will provide you with guidance, support and representation to address any employment related problems such as contracts, pay, working hours, annual or maternity leave, redundancy, work related stress, illness and bullying etc. Unlike other arbitration and mediation services, members experiencing problems in the workplace will have a legal right to Union representation. Similarly we will support and represent you in your dealings with RCVS as a statutory regulator in disciplinary and fitness to practice matters.
- **Improving your working terms and conditions:** We will strive to improve the working terms & conditions for vets, nurses and all others working in the veterinary profession. We will investigate, flag-up and campaign to address any issues affecting the working lives of the members. We will aim at developing health and safety structure and policies relevant for veterinary practice. We will aim to organise programmes to enhance the well-being of members, by facilitating wider interaction amongst the membership.
- **Safeguarding your professional privilege and interests:** We will investigate, flag-up and campaign to address any issues affecting the delivery of your professional responsibilities. We will work alongside veterinary professionals and veterinary professional bodies to create a better working environment for all our members to enable the best delivery of service to patients and clients. We will respond to all consultations sought by the government, RCVS or other relevant bodies to safeguard your interests.
- **Supporting your further education:** In order to help members enhance professional knowledge, we will aim at offering non-profit CPD programmes. Educational programmes valuable to both employees and employers on subjects such as health, safety and environment, equality and diversity will be available. Members will similarly have access to other union courses, further and higher education, training needs analysis, technical training, JIB further education fund.
- **Professional Liability Insurance for you** – cover up to £3 million is available to vets and nurses at the cost of £15 per annum in addition to regular union subscriptions. Cover is dependent upon employers' vicarious liability being in place and does not extend to self employed work. The application of this cover for veterinary surgeons will exclude bloodstock. Full details are available on the Unite health sector website
- **Organisational Support you can rely on:** Unite's Health Sector, the home of BVU in Unite, has a well established structure to support the members, through the Professional Advisory Committee, lead and professional officers, research officers and a network of well trained representatives (to include vets & nurses etc) and industrial regional officers to help with workplace issues. Similarly, the Unite facilities all across the country will be accessible to members of BVU in Unite. Besides BVU's existing website forum, members will also have access to the fora provided by Unite to raise and deal with issues collectively. Furthermore, we are in a position to influence politicians on policy matters as we have the opportunity to brief the parliamentary group of MPs who are Unite members.

- **Publications, Conference & Websites:**

Publications on subjects pertinent to the veterinary profession such as health and safety, data protection etc will be made available. We will aim at producing a periodical for the members. An annual conference of the members of the BVU in Unite will be organised. Besides the BVU's existing website, members will have access to a designated area for BVU on the Unite website with links to other veterinary websites.



- **Other additional benefits include:**

**Legal:** 24 hour free legal help line, personal injury claims, free will writing service.

**Financial:** Debt management – free, confidential and impartial advice; Personal taxation services – free advisory service; Independent financial advice – free advice on pensions, investments and life assurance; Annuity desk – Fee service to help those approaching retirement find the best annuity rate; Unite Child Trust Fund – provided by Frizzell and offering stocks and shares backed trust fund or a secure deposit based investment; Union Energy and Gas – savings on gas and electricity bills; Insurance – Home, motor and pet policies available; Unite Income Benefit – Income protection, Critical Illness Cover and Life Cover

**Leisure:** Travel insurance ; Airport Parking – up to 35% discounts; Wine service – selection from over 300 wines plus UNITE labels. 3% off RRP and free delivery; Members' break – Quorn Grange, in the heart of Charnwood forest; Gardening service – 20% discount with free home delivery

**Health:** Unite Personal Accident Plan; WellWoman Insurance – provides benefits in the event of the diagnosis of any of the major female cancers; Eyecare – discounts on eye tests, glasses and contact lenses; Cancer support – Practical, medical, emotional and financial support;



**Emergency service :** 08000 HelpMe is a free 24hr service which members can use to disable a mobile phone, reorder lost or stolen cards, arrange transport home, contact 24hr locksmiths and more.



[www.bvu.org.uk](http://www.bvu.org.uk)



### ***What role can you play as a member?***

- BVU in Unite is a grassroots-driven organisation. You will have a say in all matters important to the wider membership. The BVU's Professional Advisory Committee, at the helm of affairs, will only make decisions on such matters after consulting wider membership.
- We encourage members to become involved in the union and gain some expertise in supporting other members in their work places or local areas. We provide training for these reps. Being a rep offers you protection by law to carry out your union duties – for example supporting members with their problems, liaising with and advising a union industrial officer in support of a member and attending Unite/BVU meetings.
- The current Professional Advisory Committee is provisional and as soon as reasonable membership number is reached or statutory requirements take precedence, elections for the Professional Advisory Committee will be held. All members will be free to stand for election.

To apply to join BVU in Unite please look at the list of job titles and job codes below and chose the job title and job code that most closely matches what you do

- **VETERINARY SURGEON – JOB CODE 252**  
Definition – covers members of Royal College of Veterinary Surgeons, including retired vets]
- **VETERINARY STUDENT – JOB CODE 746**
- **VETERINARY NURSE – JOB CODE 223**  
Definition – covers Royal College of Veterinary Surgeons registered / listed veterinary nurses]
- **VETERINARY NURSE STUDENT – JOB CODE 745**
- **VETERINARY AUXILLIARY – JOB CODE 289**  
Definition – covers all other staff dealing with animals or doing animal-related work, like Animal Nursing Assistants (ANAs).
- **VETERINARY ADMINISTRATIVE – JOB CODE 744**  
Definition – covers Practice Managers, Receptionists, Book Keepers, etc.
- **VETERINARY SUPPORT – JOB CODE 747**  
Definition – covers support staff who do NOT deal with animals, such as lab technicians, cleaners, drivers, etc.

On the application form enter one of the job titles under the space for "Job Title", and enter the matching job code in the bottom right-hand corner in the space for "Job Code".

***Return your completed application to: Carol English, Professional Officer, Unite Health Sector, 128 Theobald's Road, London, WC1X 8TN.***