Amicus is backing you all the way to improve your life at work.

It makes sense to have someone on your side. And only a union with the massive financial, legal and industrial back-up of Amicus can really provide the representation and influence in the workplace that **YOU** need. Our aim is to get you the best terms and conditions of service and provide advice and support on any matter you may need related to your job.

It is a proven fact that well organised, unionised workplaces have better terms and conditions than non-union workplaces:

- On average 6% higher basic rates of pay
- Less sexual or racial harassment
- Less bullying in the workplace
- Better health and safety performance
- Better trained representatives and effective procedures
- Better training and better opportunities

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MEMBER BENEFITS

There are many more free benefits of membership of which you can take advatage:

- Stakeholder pension
- Amicus MasterCard
- Financial advice
- Unsecured personal loans
- Motor and home insurance
- Vehicle breakdown cover
- WellWoman insurance
- Travel insurance
- Amicus personal accident plan
- Amicus illness cash plan
- Union Energy electricity and gas
- Health care cash plan
- Holiday club
- Airport parking

Plus Free Will-making service

The above offers will help you to offset the cost of your union membership.

You can join on-line at www.amicustheunion.org

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Fair pay in 2007

Amicus has now started 2007 pay negotiations with employers across the sector.

In 2006 companies achieved record profits amounting to billions of £. This will undoubtedly give boardroom directors handsome rewards. But what about the staff?

In the past pay in the financial services sector has been far too low, forcing many of our members to rely on tax credits to top up their salaries. Amicus members tell us that bonus payments are used to pay off credit cards and other borrowing as they juggle their finances to meet the cost of day to day living.

Amicus' successful campaign "Zero tolerance to zero pay rises" challenges employers to stop the unacceptable annual pay freeze.

We believe there is no justification for refusing an annual cost of living rise to all workers. We will be pressing employers to go further in 2007 and will demanding a fair pay deal for all staff.

Equal pay campaign

The average pay gap between men and women in the finance sector remains inexcusable at 41%. Women remain clustered into lower graded work while their male colleagues still hold a disproportionate number of managerial roles. Employers must demonstrate their commitment to equalities by opening up the opportunity for all jobs to be worked on a part time and/or flexible basis.

Dignity at work

Everyone is entitled to work in an environment that is free of bullying. In today's target driven environment bullying has become a huge problem. Amicus will continue to press employers to stamp out bullying and promote a culture of respect in the workplace.

Performance management

Performance management and appraisals systems across the industry take many forms. However, they all have one thing in common - they are the key to unlocking the door of fair pay and bonuses. Amicus supports their use as a method of determining pay rises and bonus payments providing they are implemented consistently and fairly.

Unfortunately our members tell us that in many companies annual pay awards continue to be determined by factors such as favouritism, and that managers are constrained by the money they have available to give awards.

As a result pay and bonus awards do not reflect the work committed staff have undertaken throughout the year.

Amicus will support our members in challenging these unsatisfactory practices. Members are advised to keep an evidence file through the year so that appeals can be lodged and unfair practices can be challenged.