

Standard Life Steering Group

What is it?

The Steering Group is a committee made up of union members that work for Standard Life. They are tasked with providing the union with a balanced view of the issues that affect staff and planning the union strategy for things such as the recognition campaign.

How can you get involved?

We are currently looking to widen the scope of the Steering Group. If you are interested in finding out more about the union please get in touch by emailing:
ben.alderson@unitetheunion.com

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Union Recognition at Standard Life

Unite have been in discussions with Standard Life, via ACAS, for recognition for the Group Corporate Centre area of the business. We believe that membership in this area is well in excess of the 10% required by law. The company have disputed our position and consequently no agreement has been reached.

The Unite members Steering Group at Standard Life (see back page for details of the group) decided that the union should pursue the claim through the statutory processes of the Central Arbitration Committee (CAC). Part of this initiative is to increase union membership in the other business areas across Standard Life in order for us to submit further claims for recognition for the rest of the staff.

OPEN MEETING FOR ALL MEMBERS

Unite will be holding an open meeting for members in order to provide a progress update on our campaigns within Standard Life. This is your chance to give us your views and tell us your concerns.

To be informed of the date and location for this meeting or if you have any concerns or comments for Unite, please send an email to:
standardlife@unitetheunion.com



www.unitetheunion.com/standardlife

Unite's response to the New Framework for Staff Representation

Now that the 'New Framework for Staff Representation' (NFSR) project is coming to a close what have the staff really gained?

Standard Life Staff Associations have now consulted staff through the 'Questback' service. The survey asked some questions first raised by Unite during the campaign to save staff pensions for example, independence from management and negotiation rights. It is not a surprise that many staff agreed that this is what they would like to see going forward.

The staff associations refused Unite's request that staff be asked whether they would like some form of trade union involvement within Standard Life. It appears that the staff associations are only permitted to ask the questions that the company allows.

Unite believes that the 'new framework project' was only initiated by the company in order to try and dissuade staff from joining a trade union and calling for independent representation. Unfortunately, it now appears that this opportunity has been wasted, the new staff association will differ little from LINK.

Despite some minor improvements brought about by pressure from staff and local LINK reps at the grassroots the new staff association model remains one where the reins are very much in the hands of the management.



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What can be done to bring about a real change?

Genuine change will only come through a break from the old paternalistic relationship the company has always had with its' staff, this demands trade union recognition. Unite will now be carrying out its own survey, asking staff who support recognition of an independent trade union.

To be kept up to date with the Unite campaign please send an e-mail to: standardlife@unitetheunion.com. Please include your name and which Standard Life business unit you work in.

What is required for effective staff representation?

- A staff association fully funded by the company can never be truly independent of it. In order to have effective staff representation it is important that a representative body is democratically controlled by its membership. To ensure that leading representatives do not develop a 'cosy' relationship with senior managers, they must be accountable to the staff.
- Negotiation cannot genuinely take place unless the staff have something to negotiate with. An organisation that is not independent of the company, and is afraid to make statements offering even mild opposition to the views of senior managers, is incapable of entering into meaningful negotiation.
- It is also important to have access to independent resources, such as expert and legal support.
- The legal right to consultation and negotiation on issues such as pay, terms and conditions of employment, redundancies and outsourcing.

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