

Probation staff – you spend your time protecting the community – who looks after you?
UNISON does



UNISON is the UK's leading public sector trade union. We are also one of the largest unions in the justice sector. As well as looking after you in the workplace, we are campaigning to defend the probation service against cuts to jobs and services.

Join today and be part of that campaign.

Ten good reasons for probation staff to join UNISON



Photography: Chris Taylor / Steve Forrest

- 1.** UNISON is the largest public service union, and one of the biggest unions in the justice system. We champion the vital work of probation staff to politicians, the media and the public – UNISON is proud to represent you.
- 2.** We support you on a one-to-one basis. Whatever your job in the probation service, our representatives can help – in many cases, they will be doing the same job as you.
- 3.** Our national negotiating team negotiates your pay and conditions at the Probation Service National Negotiating Council (NNC). We make sure that your views count when we are negotiating on your behalf.
- 4.** You will get access to professional help through our network of local stewards and branch representatives. Wherever you work in the probation service, a UNISON rep is on hand to help if you have a problem.
- 5.** We offer legal help if your case needs to be dealt with by UNISON's solicitors, via your UNISON branch. UNISON also provides 24 hour advice from a solicitor if you are arrested in connection with your work.
- 6.** UNISONdirect, our telephone helpline, offers 'out-of-hours' help and advice on a range of workplace issues and all the other services that UNISON has to offer.
- 7.** UNISON's health and safety representatives advise on health, safety and welfare at work. They will also help you to take a claim if you are injured in the course of your work.
- 8.** We support our members in developing their roles and increasing their professionalism. We recognise that modernising the workforce brings real benefits in job satisfaction and reward to UNISON members.
- 9.** UNISON is a campaigning union with a million voices for public services and we are at the forefront of the campaign to protect public sector jobs and services. We work hard to influence the political process in favour of our members and the vital work they do.
- 10.** In UNISON we try to think of everything, including accident benefit for work related injuries, insurance, mortgages, UNISON credit card, holiday club and our own holiday village in Devon. You will also have access to UNISON Welfare for help and advice on debt and other issues and can apply to our hardship fund for financial assistance.

What UNISON delivers



Helping Brenda

Brenda is a PSO in an approved premises. She helps manage and supervise dangerous offenders and works both days and nights. Since facilities and maintenance were privatised, staff have complained on a regular basis about the deterioration in the services provided by the private company. In particular, repairs are not done on time leaving the premises unsafe.

Things came to a head when Brenda was completing a night check of the premises and noticed that an outside light, that had been reported broken many weeks before, had still not been fixed. Rubbish had collected by the light. Brenda was using a torch to guide her when she slipped on the rubbish and broke her ankle. She needed a series of operations and was off work for several weeks.

“
UNISON and my local
steward supported me
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UNISON referred Brenda's case to our solicitors to seek compensation for her injuries. We also put pressure on management to ensure the private company was held to account. Brenda said: “I felt very much alone after the accident and was in a great deal of pain and discomfort. UNISON

and my local steward supported me when I needed them most. My compensation claim resulted in an award of £25,000 and I am very grateful to UNISON.”

A move too far

Sarah has been an admin manager for a local probation trust for 11 years and has worked at the same office in her home town for seven years. A single parent, with two children under the age of six, Sarah was shocked to be told in writing that her employers wanted to move her to another office some 20 miles away.

“
Without UNISON fighting my
corner I would have been
forced to leave my job”

Sarah explained that childcare responsibilities meant that she would have great difficulty in moving and that she felt the request was unreasonable. Her employers told her that if she would not move they would consider taking disciplinary action and were very unsympathetic to her situation. She contacted her UNISON steward who raised the issue directly with the chief officer making it very clear that UNISON would fight the move on Sarah's behalf. The chief officer agreed that the request was unreasonable and that Sarah should not have been put forward for the move.

Sarah said: “Without UNISON fighting my corner I would have been forced to leave my job as I could not have moved to the new location. The support from UNISON means I can carry on doing a good job and support my family.”

Threats to jobs

Dave, an unpaid work supervisor, remembers how he felt when he received his letter telling him he was at risk of losing his job – along with 100 of his colleagues. He said: “The letter came out of the blue and I was very upset at the prospect of redundancy having faced it some years before with another employer.” Dave contacted his UNISON steward who challenged the employer locally and asked UNISON to intervene nationally. The union ran a strong local campaign against the cuts and highlighted

the damage they would do to the community. Nationally UNISON asked the employers’ association to investigate what was happening in Dave’s workplace. UNISON also asked them to help manage any resourcing problems and work with the union and others to prevent compulsory redundancy. UNISON lobbied government and met with ministers to argue the case.

The union’s approach was successful and prevented any compulsory job losses in Dave’s probation trust. Dave said: “I am so glad I had UNISON to call on and it was great to see that they had real influence and could sort out this mess.”



UNISON had real influence and could sort out this mess”

Fighting workplace bullying

Carla had just started work as a case administrator when her troubles started. She had taken the job because the advert made it clear that flexitime would be available, and she confirmed this at her interview.

On starting work she asked her line manager how the flexitime scheme operated. Her manager told her it was not for new starters so she queried this with HR. Having been told it was available through negotiation with her manager Carla raised it again, but found herself being shouted at, told that she would not be having flexitime and warned not to complain again to HR. Carla contacted her UNISON steward who spoke to the HR department and helped Carla lodge a grievance against the actions of her line manager. At the first hearing the grievance was dismissed so UNISON appealed. At the appeal UNISON provided a witness who had seen the manager shouting at Carla.

The appeal was a success and the line manager was moved to another team. Carla was delighted with the outcome. She said: “I was so angry that I had been treated in this way. It was great that UNISON did not give up when we lost the first hearing. I now get my flexitime and enjoy coming to work thanks to UNISON.”



Join UNISON today

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR STEWARD OR POST TO UNISON FREEPOST WC5652, 1 MABLEDON PLACE, LONDON WC1H 9AJ

1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
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First name	Other initial(s)
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Surname/Family name	Date of birth / /
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Home address
Postcode

National insurance number (from your payslip)

<input type="checkbox"/>	Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below
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How would you describe your ethnic origin?

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian Other	<input type="checkbox"/> Black UK
<input type="checkbox"/> Chinese	<input type="checkbox"/> Black African	<input type="checkbox"/> Black Other
<input type="checkbox"/> Indian	<input type="checkbox"/> Black Caribbean	<input type="checkbox"/> White UK
<input type="checkbox"/> Pakistani	<input type="checkbox"/> Irish	<input type="checkbox"/> White Other
<input type="checkbox"/> Asian UK		

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode	Payroll number (from your payslip)
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3. WHAT YOU WILL PAY – FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

Weekly pay		Annual pay	YOUR SUBSCRIPTION—WHAT YOU PAY			Please tick the appropriate box to indicate how often you are paid
			per week	per month	Band	
Up to £38.47	<input type="checkbox"/>	Up to £2,000	£0.30	£1.30	A	<input type="checkbox"/> Weekly
£38.48–£96.16	<input type="checkbox"/>	£2,001–£5,000	£0.81	£3.50	B	<input type="checkbox"/> Fortnightly
£96.17–£153.84	<input type="checkbox"/>	£5,001–£8,000	£1.22	£5.30	C	<input type="checkbox"/> Four Weekly
£153.85–£211.53	<input type="checkbox"/>	£8,001–£11,000	£1.52	£6.60	D	<input type="checkbox"/> Monthly
£211.54–£269.23	<input type="checkbox"/>	£11,001–£14,000	£1.81	£7.85	E	<input type="checkbox"/> Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.
£269.24–£326.92	<input type="checkbox"/>	£14,001–£17,000	£2.24	£9.70	F	
£326.93–£384.61	<input type="checkbox"/>	£17,001–£20,000	£2.65	£11.50	G	
£384.62–£480.76	<input type="checkbox"/>	£20,001–£25,000	£3.23	£14.00	H	
£480.77–£576.92	<input type="checkbox"/>	£25,001–£30,000	£3.98	£17.25	I	
£576.93–£673.08	<input type="checkbox"/>	£30,001–£35,000	£4.68	£20.30	J	
£673.08+	<input type="checkbox"/>	over £35,000	£5.19	£22.50	K	

4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below.

Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date.
- I authorise deduction of the following Political Fund payment as part of my subscription: tick one box only

Affiliated Political Fund General Political Fund

Now please sign and date below

Signature

OTHER WAYS TO PAY

direct debit

cheque

(please tick if appropriate)

If you have been a member of a trade union before, please state which one:

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.

Instructions to your bank or building society to pay by Direct Debit



Please fill in the whole form including official use box using a ball point pen and give it to your UNISON rep or steward or post to UNISON, FREEPOST (WC5652), London WC1H 9BR

Name and full postal address of your bank or building society

Originator's identification number

To the manager	Bank/building society
Address	
Postcode	

9	7	0	0	5	0
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Reference number (for office use only do not complete)

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INFORMATION FOR UNISON USE ONLY
This is not part of the instructions to your bank or building society

Instruction to your bank or building society
Please pay UNISON Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit guarantee. I understand that this instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Name(s) of Account holder(s)

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Signature(s)
Date

Bank/building society account number

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Branch sort code

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Banks and building societies may not accept Direct Debit instructions for some types of account

THE DIRECT DEBIT GUARANTEE

- This guarantee is offered by all banks and building societies that take part in the Direct Debit scheme. The efficiency and security of the scheme is monitored and protected by your own bank or building society.
- If the amounts to be paid or the payment dates change, UNISON will notify you 10 working days in advance of your account being debited or otherwise agreed.
- If an error is made by UNISON or your bank/ building society, you are guaranteed a full and immediate refund from your branch of the amount paid.
- You can cancel a Direct Debit at any time, by writing to your bank or building society. Please also send a copy of your letter to us.



Join UNISON today.

Fill in this form, join online at
unison.org.uk/join or call
0845 355 0845 for more information.



UNISON has more than a million members delivering essential services to the public; services that protect, enrich and change lives.

We want to see changes that put people before profit and public interest before private greed. Add your voice to our campaign to create a fairer society.

To find out more or add your voice to our million voices for public services go to unison.org.uk/million

Your local UNISON steward / representative is:

[Empty box for local UNISON steward / representative name]

a million
voices
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public
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**add
your
voice**

UNISON campaigning
for a fairer society

unison.org.uk/million