

# WHAT IS A TRADE UNION?

A trade union is a group of working people who have joined together to achieve better pay and working conditions and a safer working environment.

Trade unions negotiate with employers on behalf of union members to agree wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and other policies.

## ESSENTIAL COVER

Go to [join.unison.org.uk](http://join.unison.org.uk) to sign up today!

From  
**£1.30**  
a month

- Financial assistance
- Debt advice
- Wellbeing breaks
- Support and information

there  
for you

supporting UNISON members  
when life gets tough

Your union supports you at work, but we know there's a whole world of other issues that can cause stress, unhappiness, and generally prevent you achieving what you want to achieve.

That's why UNISON runs a support service covering finances, health, family, personal development and more. This is in addition to the work reps do supporting members at work.

Phone us on 020 7121 5620

To find out how we might be able to help contact your branch welfare officer or alternatively give us a call on 020 7121 5620.

For immediate debt advice call 0800 389 330.

UNISON

## PROTECTING PUBLIC SERVICES IN ABERDEEN

FACING UP TO  
AUSTERITY, CUTS AND  
THE TARGET OPERATING MODEL



UNISON Aberdeen City

@abdncityUNISON

# **HANDS OFF OUR PUBLIC SERVICES!**

## **WHO ARE UNISON?**

UNISON represents one in three non-teaching staff at Aberdeen City Council and its partners. We are the largest public sector trade union representing 1.3 million people in the UK.

## **WHAT ARE WE CAMPAIGNING FOR?**

We recognise change happens, but we will campaign to protect our members' jobs and the vital public services people in our city need. UNISON's objectives are to secure fair and equal pay, good conditions, high quality employment, and pensions for our members.

Aberdeen City Council's transformation programme proposes fundamental changes to the way public services are delivered. UNISON is concerned this will reduce job security for council workers and result in thousands of job losses.

The "Target Operating Model" will see £125,000,000 less to spend in 2022/23. This will mean poor quality services, outsourcing,

redundancies or simply stopping a service altogether. Millions in austerity cuts have already impacted our members and local communities – but this is on a scale Aberdeen has never seen before.

## **WILL YOU STAND UP FOR PUBLIC SERVICES?**

We need to stand up for providing decent local services to the people who live and work here. Our members are always there for you. They pick up your bins, provide social care for your family, fill in the potholes on your street, and read the vows at your wedding. We are not just council workers – we are your friends, families and neighbours. Will you be there for us?

As Council management start making changes, UNISON is setting out its own transformation principles. These are the things we will stand up for and negotiating points that must not be crossed.

## **UNISON will campaign for:**

1. No compulsory redundancies, including by the back door
2. Protection of our members' hard won terms and conditions and pensions
3. Putting equality at the heart of community services and protecting vulnerable people
4. Effective redeployment with training and qualifications support and proper job matching
5. No forced changes to job roles or duties, with the right grade for the job being done
6. All changes to jobs must have full risk, equality and impact assessments
7. Protection of our members' jobs from privatisation
8. Improving quality by keeping services public first, because public works
9. Commitment to Fair Working Practices and Fair and Equal Pay in commissioning
10. Open, transparent and early consultation with trade unions