

UNISON recognition

Joint recognition letter

Dear Colleague

On 12th May, Barnardo's Council recognised UNISON as the organisation to represent the views and interests of its 6000 staff. This decision marks a significant development in the long standing but informal relationship between Barnardo's and UNISON.

Why has Barnardo's recognised UNISON? The simple answer is, that of the staff who voted in a ballot in 2003 following the 'You Decide' campaign, the majority chose UNISON as its preferred representative body. As a very large employer, Barnardo's needed to establish arrangements for communication, consultation and negotiation which would enable it to deal with the employee relations issues that are likely to arise in the next few years. UNISON will work with Barnardo's to achieve this. Equally, the positive relationship that Barnardo's and UNISON have had over recent years will allow such a relationship to further develop to the benefit of Barnardo's, the service it provides to children and young people, its staff, UNISON and its members.

Barnardo's and UNISON aim to work together to build sound employee relations. The key structures for partnership working will be the UK Joint Forum and the Local Joint Forums set up in each region, nation and in head office. As its title suggests, the UK Joint Forum will deal with employee relations issues which have a UK wide impact. Local Joint Forums may also be consulted on UK wide issues but they will focus primarily on issues of particular relevance to that region, nation or head office. All Joint Forums will depend on support to be effective. You can find out more about their remit, on Bart Essentials/For and about staff/You Decided –UNISON Recognition. At these Forums UNISON representatives will be able to pursue matters on behalf of staff, whilst Barnardo's will be represented by key senior managers.

Working in partnership implies a willingness to seek mutually beneficial outcomes but, of course, it cannot guarantee them. Both parties accept that there will be differences and possible difficulties. The recognition and associated agreements set out the procedures and arrangements which will regulate the relationship between Barnardo's and UNISON and provide the means for resolving differences. You can find details of all relevant documents on Bart Essentials/For and about staff/You Decided-UNISON Recognition.

12th May marks the beginning of a different relationship between Barnardo's and UNISON. Both parties are committed to developing it in the interests of the organisation and its staff. To help



build that relationship, Barnardo's will ensure that staff have access to information about UNISON membership via Bart Essentials, induction arrangements and other communications sources such as noticeboards. *Information* about UNISON, its activities and its involvement in Barnardo's is currently available via unisonbarnardos@aol.com. Further information about UNISON will also be cascaded via Barnardo's established communication systems over forthcoming months.

UNISON will seek to build its membership beyond current levels and to encourage active membership participation in employee relations machinery at local and UK levels. All representatives sitting on the Joint Forums will receive induction and training.

Ultimately the success of this development will depend on the level of support given to it by you and your colleagues. Please give it yours.

Roger Singleton
Chief Executive, Barnardo's

Dave Prentis
General Secretary, UNISON