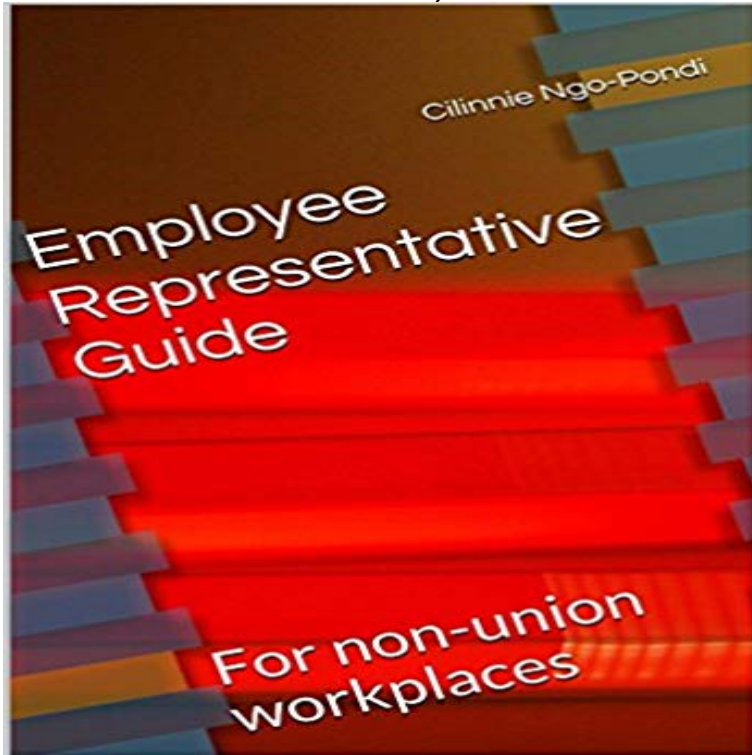


Employee Representative Guide: For non-union workplaces (Employee Rescue Guide Book 9)



How do you enforce your rights if there is no Trade Union at work? This book details the law and processes applicable to a non-union workplace representative in Britain. An Employee representative is an employee who speaks officially for an employee or group of employees and represents them in employer forums such as managers meetings, disciplinary proceedings, redundancy situations and transfers of undertakings. There are at least 15 different pieces of legislation which lay down different rights for employee representatives, as well as Codes of Practice produced by ACAS and the Health & Safety Executive. Employee Representatives are divided into Union Representatives and Non-union Representatives. This book is about employee representatives in a non-unionised workplace. Where there is a recognised trade union, Union representatives are appointed by members of that union. They can include specialist representatives for union learning, health and safety, equality and diversity, information and consultation, pensions and many more. They have more rights in the workplace than non-union employee representatives. Non-union workplaces are permitted by law to have representatives in specific situations. The role of the Employee Representative in non-unionised workplaces is particularly important since they are the only means by which employees can have a say in company decisions that affect them. This book will guide you on the rights and facilities available to Employee Representatives in such a workplace, and provide you with the knowledge to negotiate resources equivalent to the statutory rights given to union representatives. It can be a very rewarding role in terms of your professional development, and confidence. The book simplifies the Law and Codes of Practice so that you are able to apply them

effectively at work. It has 60 pages of concise information and guidance including templates, sample agreements and direction to free web resources so that you can be the best informed, knowledgeable and effective Employee Representative in your workplace.

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