



I'm on a personal
contract.
Can the union
protect me?

YOUR FUTURE AT WORK

GIVING YOU PROTECTION IN THE

COME TOGETHER IN PROSPECT

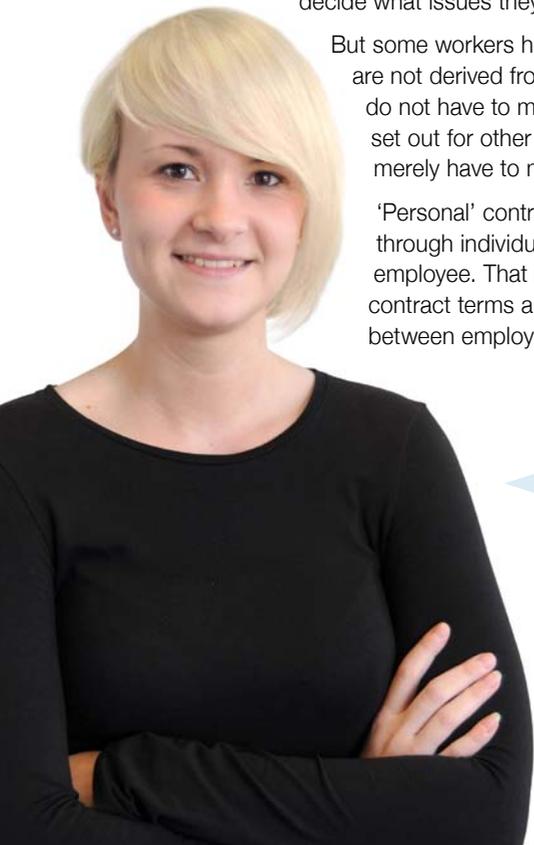
Workers on personal contracts can feel isolated in their workplace. But it doesn't have to be like that. Whether you work as an employee or an agency or freelance contractor, you have a lot in common with your permanent colleagues: career development, salary structures, training issues, to name a few. Being on a personal contract you have every reason to join a union and receive advice and support on individual and collective matters. Prospect, the leading union in the UK for specialists at work, fights for fair treatment for all professionals.

WHAT'S IN A CONTRACT?

Every worker has a contract of employment. Most of our members' contracts are based on agreements Prospect has negotiated collectively with their employer. These agreements were reached after consultation with Prospect members who decide what issues they want to see pursued with the employer.

But some workers have an individual contract where the terms are not derived from a collective agreement. These contracts do not have to meet the minimum terms and conditions set out for other workers in the collective agreement. They merely have to meet some minimum legal standards.

'Personal' contracts implies that each contract is tailored through individual discussions between employer and employee. That is rarely the case. In our experience, most contract terms are usually standard – the only variation between employees is the rate of pay and very often that



Prospect can advise and represent you on

- ✓ fairer, more transparent pay systems
- ✓ health and safety
- ✓ better work/life balance
- ✓ improving your career prospects
- ✓ pensions
- ✓ bullying and harassment
- ✓ managing stress

E WORKPLACE

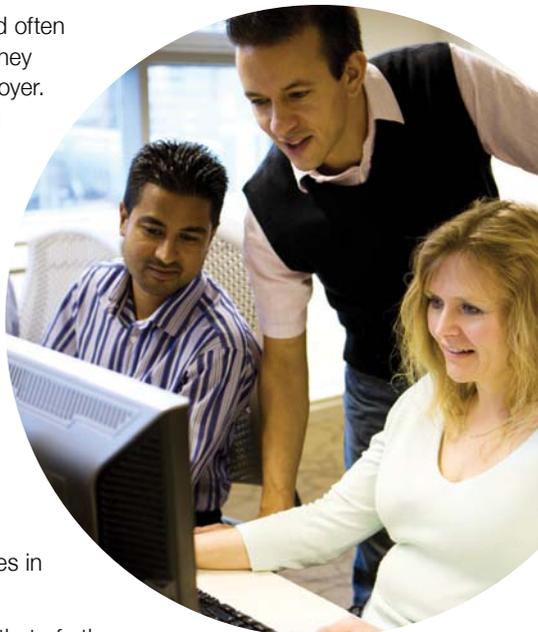
is kept secret. These individual contracts tend to reflect what the employer wants, rather than strike a fair bargain.

WHAT CAN PROSPECT DO FOR YOU?

Staff on personal contracts face different and often greater challenges than permanent staff as they have to negotiate one-to-one with their employer. Prospect recognises this and has developed a range of services for staff on personal contracts.

Our package of support includes:

- access to officers experienced in negotiations at work and a specialist legal team
- up-to-date pay and conditions information to help you assess your personal contract against market standards
- a members' guide to individual contracts
- email advice on the enforceability of confidentiality and non-competition clauses in contracts.



Join us and add your voice and influence to that of other Prospect members in your workplace on the policies and issues that affect you.

You will become part of an active organisation of over 120,000 members across Prospect nationally.

If you move between jobs, you can carry your membership with you. So you can call on Prospect for help when you need it, wherever you work.

That's not all: Prospect also provides great services and deals for members, including a personal injury scheme, financial services, debt advice and road rescue.

How much does it all cost? Prospect's subscription rates start at less than £6.50 a month. You can find our subs rates at www.prospect.org.uk/joinus/

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- energy
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- health and safety
- heritage
- industry
- information technology
- justice and law
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UNION FOR PROFESSIONALS



If you would like to join Prospect

You can join us online at www.prospect.org.uk

For an application form, email us at

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call us on **01932 577007** or write to:

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