

Prospect at Innovate UK Business Connect

Prospect is an independent trade union of 157k members, run and funded by the members. Our role is simply to improve their working lives.

What is a union?

A trade union is an organised group of workers who come together to improve terms and conditions of employment, protect against detriment and represent individual members in difficulty. Where recognised by an employer, the law enables this form of staff representation to take place. At IUK BC Prospect is not yet recognised. We have members and potential reps, but ultimately we need more.

What does recognition mean?

A Recognition Agreement between and employer and union enables the legal right to negotiate (as opposed to consult) on staff terms of employment like pay, pension, redundancy, hours and allowances. Negotiating is the right to discuss these topics **with a view to reaching agreement**. As such it is more involved, and hence, beneficial than consultation.

Is the union recognised at BC?

Prospect members enjoy recognition at many other employers in the science and environment sectors; UKRI, Innovate UK, Environment Agency, Defra for example. Membership in these areas reached a sufficient level to enable staff to gain union

recognition voluntarily or through a legal route. Your employer has now agreed to ballot staff as we demonstrated to ACAS (the Arbitration Conciliation and Advisory Service) we have over 15% membership.

Is it worth achieving recognition?

Members at the employers above think so — it entitles them to a **right to a say** on their pay, hours, conditions and allowances. In fact, their rights to negotiate are limited only to whatever is contained in their Recognition Agreement. This agreement will be drawn up if staff vote 'yes' in the ACAS ballot.

What happens next ?

You will receive a message to your work e-mail about the ballot very soon, from ACAS. There will also be a presentation from Prospect before the ballot. The ballot will be sent to your work e-mail address over a timescale you'll be notified of.

So, what can I do to help?

Please ensure you have your say in the ballot by voting! This is a fair and democratic way to agree on your collective representation at work.

(See overleaf for how to join the union).

Member consumer services

As well as the right to negotiate, the following services (except those with an asterisk*) are **free to members** from the union. They are provided in response to member requests, and savings made can often cover union fees.

- Financial advice
- Will writing
- Pensions advice
- Benevolent fund
- Topical webinars
- Death benefit scheme
- Discounted health and dental plans*
- London University fee discount*
- Prospect Plus consumer discounts*
- Professional and Public liability insurance*

Subs rates 2024

Working members				
Band 0	Salary range	Up to £14,352	Monthly fee	£5.37
Band 1		£14,353 - £20,493		£7.65
Band 2		£20,494 - £25,274		£10.53
Band 3		£25,275 - £31,422		£13.39
Band 4		£31,423 - £42,349		£16.96
Band 5		£42,350 and above		£19.63

Ready to join?

Prospect.org.uk/join
Or...call 0300 600 1878
(Mon-Fri 08:30-19:00
Or...QR code.



Any questions?

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