

Staff representation at work

Information and Consultation Requirements

The Information and Consultation of Employees Regulations give employees the right to information and consultation on employment developments and substantial changes to work organisation. The Regulations apply to all business with 50 or more employees. Due to the geographically dispersed nature of our business, we engage with our staff through a network of locally focused arrangements based round the work team, with staff selecting their own representatives for Health and Safety, and other consultative purposes.

Trade Union Membership

You may or may not wish to exercise your right to belong to a Trade Union. There is no Collective Agreement in force that affects your employment. Trade Union representation is recognised on an individual basis. All workers have a statutory right to be accompanied by a fellow worker or a trade union official where they are required or invited by their employer to attend certain disciplinary or grievance hearings and when they make a reasonable request to be so accompanied.

Where staff transfer to HSL employment with Trade Union membership and representation rights in addition to those of individual representation identified above, that these will be retained for as long as the staff concerned wish this to be the case.