

As outlined in the latest edition of NewsLink we are seeking our members, and prospective members, views on Terms and Conditions to assist the full review currently being undertaken.

Over the coming months, BSU will be involved in negotiating the Terms and Conditions of the new 'single employee' proposition and would like to ensure that we have taken all our members feedback into consideration.



The survey responses will help to further inform our negotiations with the business, and as such we would ask that you spare the time to complete and return the survey to us (by 4th June 2010).

For each benefit we ask that you place a rating from 1 to 10 in the appropriate box, with 1 being unimportant and 10 being extremely important. Even if you don't currently receive a benefit, we ask that you still rate how much you would value it if you did receive it.

Whilst we'd all like to receive the best option for every benefit, we have to remain realistic of affordability for the business. On this basis, we would ask that you only use the scores 8, 9 and 10 a maximum of three times each during the survey in order that we can understand the priorities of the overall membership.

Your details (optional but all information will remain confidential and would provide a greater level of detail to the survey results)

Name		Membership Number	
Dept		Current Band	

Benefit Description	Are you currently entitled to benefit? (Yes/No)	Rating (1-10)
Flexible working policies (i.e. mutual preferences)		
Non-standard working pattern as your normal hours of work		
Standard holiday entitlement (25 days for ex BBS)		
Legacy holiday entitlement		
Notice period (to employee)		
Notice period (to employer)		
Overtime rates paid		
Eligibility to be paid overtime		
Payment of shift rates		
Standby / call out payments		
Secondment / responsibility policy (inc payment)		

Annual pay and benefits review		
Maternity / adoption pay		
Paternity pay		
Parental leave		
Pension – defined contribution		
Pension – defined benefit		
Car / car allowance provision		
Death in service benefit provision		
Annual bonus scheme		
Sickness absence policy / pay		
Emergency leave (inc compassionate leave)		
Staff mortgage		
Staff product discounts		
AXA ICAS provision		
Childcare vouchers provision		
Provision of season ticket loans for travel		
Travel subsidy (Platform)		
Private medical insurance		
Personal accident insurance		

Please detail any additional benefits you receive:		

Please add any other comments you feel would be useful.

Did you know?

The BSU currently has over 3,500 members, that's around 80% of heritage Britannia colleagues. For the most part our members don't often need our individual support, although they do benefit from our collective negotiations.

Where we do support individually our members tell us that the guidance and knowledge they receive is invaluable.

Our representatives have spent considerable time in developing relationships with individuals around the business to ensure your views are heard and considered at the appropriate level.

Our approach delivers huge benefits to our members, and often resolves issues at the earliest moment.

We don't just support members on an individual basis though; we also:

- negotiate pay and conditions for colleagues
- provide specialist representation for health and safety issues
- have an industry recognised life long learning programme bsUlearn
- offer discounts locally and nationally
- provide access to free legal advice
- offer a chance of winning £1000 per month in our lottery

If you need us, and you're not a member, we won't be able to represent you. Don't delay – join today.

Membership costs on average just 13p a day

To join BSU simply complete our online application form on

**The Exchange (People >Staff Union) or
www.britanniasu.org.uk/membership**

