

ISSUE 10/AUTUMN 2025

**UNISON**  
*Water, Environment  
& Transport*

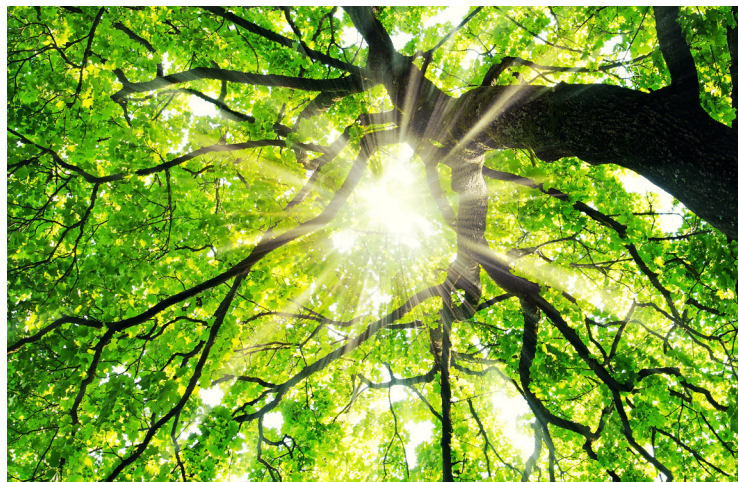
**ne iWORK**  
The magazine for all **UNISON members** working in  
Water, Environment and Transport

## INSIDE THIS ISSUE

“It’s not right”  
Tackling  
violence in the  
workplace

A watershed  
moment?  
Is a ‘super’  
agency what’s  
needed?

Leading  
the way  
2026’s Year of  
Green Activity



# Welcome to Network

It's been a busy and challenging year, but we will continue to build on our successes.

Welcome to this edition of your UNISON *Network* magazine – for members across the Water, Environment and Transport (WET) service group. It's been another busy year, as our reps, activists and officials continue to stand up for the interests of members across all WET sectors, whilst addressing the wider challenges that demand a robust response from our union.

In transport, our Passenger Transport Forum (PTF) members have recently entered into a pay dispute with their employers and have secured a mandate for industrial action, as they urge a return to the negotiating table and a better pay offer that truly reflects what they deserve for their work (page 3). UNISON is supporting our transport members as they continue their dispute and will stand with them as they take industrial action to secure fair pay.

In the environment sector, the publication earlier this year of the Cunliffe Review into the water regulatory system in England and Wales brought many recommendations, including a potential breakup and reconstitution of the Environment Agency (EA). UNISON's longstanding position is that increased funding, resourcing, and empowerment of the EA is the way to achieve effective environmental protection and regulatory enforcement. To embark on an expensive, lengthy and disruptive reorganisation is a misguided approach when there are better and more effective alternatives (pages 8-9).

In the water sector, public trust in the industry remains low, leaving our members to undertake their important work against the backdrop of an increasingly frustrated public mood. Unacceptably, our members have reported this frustration manifesting as abuse, harassment and even violence towards them and their colleagues (pages 4-5). UNISON stands in support and solidarity with any member facing such appalling behaviour and reiterates that intimidation and violence at work is 'not part of the job'. UNISON is working to reduce these risks. Our members are not to blame for the shortcomings of an industry that has suffered from years of under-investment and the failures of senior executives and successive governments.

It has been more than a year since the UK general election, and in that time UNISON has continued to press the Labour government to honour pre-election promises to legislate on improvements to workers' rights, including around restrictions on trade union activity (page 10).

We encourage you to read through this magazine and share it with both your fellow UNISON members and non-members alike. It offers an insight into some of the great work that we as a union can accomplish together, and where the next phase of our work will take us. If you are not yet a member, there's never been a better time to join UNISON (see back cover).

Thank you for your continued support. We will continue to prepare for any challenges that may face us going forward, as we build on the successes we have achieved over the last year.

**Donna Rowe-Merriman**  
National Secretary  
UNISON Business, Community and Environment

## Contents

### News update 3

### "I shouldn't have to put up with this" 4

Tackling violence in the workplace

### A Year of Green Activity 2026 6

Leading the green agenda in the workplace

### Does the water industry need a 'super' agency? 8

Opinion piece on the Cunliffe report

### New worker benefits 10

Introduction of the new Employment Rights Bill

### Profile - Jim Morris-Knight 11

WET's new rep on the NEC

Network written by:  
Diane Church

# Transport workers to strike

UNISON members across passenger transport have voted in favour of strike action - sending a clear message to employers that the current offer falls far short of what is needed during the ongoing cost of living crisis.

In a recent set of industrial action ballots, UNISON members rejected the employers' 3.2% pay offer and voted in favour of strike action at: West Midlands Combined Authority (WMCA); Transport for Greater Manchester (TfGM); and most recently, at West Yorkshire Combined Authority and Transport (WYCA&T).

"We have sent a united and powerful message to all three employers that members deserve a

fair pay rise that reflects the rising cost of living and the essential work you do," said Donna Rowe-Merriman, national secretary.

The employers have also rejected the joint union (UNISON and Unite) proposal for a four-day working week with no loss of pay. UNISON's member survey showed strong support for this campaign, with members highlighting that a shorter working week would improve work-life balance, wellbeing and retention across the sector.

"We intend to keep pressing your employers to adopt this progressive change," said Rowe-Merriman. "We also

urge all workers to organise and to vote for action. There is strength in numbers and only in this way will you receive a just and fair deal for your work."



## Working together to clean our seas and rivers

Partnerships with other organisations, NGOs and campaigning groups are key in delivering net zero targets. So UNISON was delighted to welcome CEO of the campaign group, River Action, James Wallace, to the recent WET seminar.

River Action is a campaign group that takes legal action against government bodies when they fail to prevent the polluters. It also works at a ground level enabling citizen science groups and NGOs to campaign against local incidents and collect evidence of pollution levels.

This year, as part of UNISON's Green Week, members were encouraged to get involved with the UK-wide Big River Watch, which is



**River Action CEO James Wallace challenging the polluters**

run by The Rivers Trust twice a year.

Speaking in support of the NGO's work, Greg Marshall, Environment Agency, West Midlands branch, said: "In recent years, campaign groups, such as River Action and Surfers Against Sewage have been key players in holding water companies to account for their failure to protect the environment and keep the UK's rivers and seas clean."

At the seminar, Wallace expressed his concerns for water company staff who face abuse and violence from the public because of increased bills and poor water quality.

Like UNISON, River Action also believes that the only way forward for the water industry is to end privatisation and to restructure and refinance the water companies for public benefit.

"It is great working with UNISON and other partners to challenge the polluters and achieve our collective goals," said Wallace. "The only way we can make change happen is by uniting together for real action."

For more information about River Action visit:

**[www.riveractionuk.com](http://www.riveractionuk.com)**

Read James Wallace's blog for World Mental Health Day about River Action's campaign with UNISON to respect workers at: **[www.bit.ly/riverunison](http://www.bit.ly/riverunison)**

# “I shouldn’t have to put up with this”

UNISON members experience physical violence, threats of violence and verbal abuse at work on a regular basis and it’s not acceptable.



*UNISON members have been attacked with a metal bar, punched and racially abused*

“Violence at work is a big issue for our members,” said Joe Donnelly, national officer for health and safety, speaking at the WET (water, environment and transport) sector seminar recently.

“Even though it shouldn’t be a part of their job, many members expect a degree of violence or abuse at work and too many have to face violence every day.”

## Violence towards people working in water, environment and transport is getting worse every year

At the seminar, one member spoke of a colleague having his jaw broken when he was on a work visit at a quarry. Another said that a member of his team had been hit by a metal bar. Numerous others spoke of verbal abuse and discrimination.

“In call centres, we have customers

who become abusive and say they want to speak to a man or a ‘British’ person,” explained another member. “They just pick on the member of staff and abuse them for anything they can think of. We get it all the time.”

Violence at work involves any incident in which an employee is abused, threatened or assaulted (either physically or verbally) in circumstances relating to their work. Workers who deal directly with the public are particularly at risk of being attacked or abused. For some years now, it has been recognised that violence towards people working in water, environment and transport, is a significant problem and is getting worse every year.

“At the moment, I keep getting threatened by customers complaining that our CEO has just had a massive bonus when their bills are going up,” said David Leighton, network controller at

Yorkshire Water. “I tell them this has nothing to do with me, but often they just want someone to vent their anger at.”

In the Lake District, where there’s been widespread outcry about the pollution of Lake Windermere, United Utilities has introduced removable magnetic branding for vehicles and clothing, which can be on show or removed instantly. This helps reduce the risk of workers, who are out and about completing their duties, from being abused or attacked by the public.

In another incident, one delegate who works for Thames Water spoke of his family being shouted at and abused by their neighbours – including his children – because his work van on the driveway identified his employer.

“It is completely unacceptable that so many workers each year are being assaulted for simply doing their jobs,” stated Donnelly.

## Tackling violence at work

“Violence at work has to be addressed and the first thing that needs to be done is to get the employer to agree there is a problem and to recognise it as a health and safety issue,” explained Joe Donnelly.

Under the **Health and Safety at Work Act (HSWA)** employers have a duty to protect the health and safety of their employees. This applies to risks from violence, but also to other risks.

Where the risk of violence is identified, it must be eliminated or reduced to the lowest possible level.

UNISON has a tackling violence at work charter, which has been signed up to by many employers, and guarantees workers protection, support and risk minimisation.

Our comprehensive health and safety guide for activists, **It's Not Part of The Job**, explains how to develop policies, legal advice, staff surveys and much more.

For full details about violence at work and support materials scan this QR code or visit: [www.bit.ly/unisonhands](http://www.bit.ly/unisonhands)



## More training needed

Dave Leighton has been a network controller at Yorkshire Water for six years. It is his role to meet customers and outside partners and organisations face-to-face.



“I usually get sent on site when customers haven’t got the answers they’ve wanted from the office. The abuse I get often comes down to money. Customers want us to pay for water damage when it’s not our fault and when we won’t pick up the bill, they get abusive.

“When I first started in the role, I used to take their abuse very personally and take it home with me. I was pretty highly strung, as I’d just come out the military. Now I just put it down to the job. When I was in Afghanistan and other places, I saw far worse. Reminding myself of this helps me to keep the job in perspective.

“As frontline staff, we do need training to talk to people and support and we don’t get any. Most of the guys I work with are young, they have families and they’re focused upon earning the money, but they still need support.

“People have lost their jobs because they’ve reacted to abuse, violence and threats. One of my guys was struck by a customer with a metal bar and retaliated and hit him back, but you can’t do that in this work.

“So many incidents go unreported. In theory, we have a safeguarding system which we should log into after an incident has occurred. It takes half an hour to complete the form though and the guys just don’t have the time. They’re working to tight deadlines. If I say I’ve been verbally assaulted, I shouldn’t need to fill in a form to be believed.”



# 2026 Year of Green Activity

2026 is UNISON's Year of Green Activity. This major campaign provides many key opportunities to promote greener working and living.

2026 is the Year of Green Activity at UNISON. Events throughout the year will highlight all the work the union is doing to achieve net zero emissions, which is often unseen by the majority of members.

The Year of Green Activity is also to encourage all members and local branches to actively get involved, make your voices heard and campaign for a just transition.

In the UK, climate change is already harming our health, our jobs, our economy and our environment in ways that are going to be hard to reverse. Extreme heat or cold, and extreme weather events are making it harder for all of us to do our jobs or live our lives.

Climate change is already impacting all sectors, but particularly water, environment and transport. Our members are on the frontline dealing with the impact of global warming, such as extreme temperatures, floods and droughts, and working in unsafe conditions.

"UNISON has been consistent on environmental issues...but in the last year it has really kicked off,"

said WET's rep on the national executive committee (NEC) Jim Morris-Knight. "In 2024, the union published a very comprehensive green bargaining guide, which I recommend you pick up, whether you're a UNISON member or not. It's full of ways that you can hold your employer to account and make real gains for members, the environment and the climate in the workplace."

**"We have a vital role to play in driving the large scale transformation of workplaces"**

General secretary, Christine McAnea, added: "Tackling climate change can't wait until a more convenient time – there's too much

at stake for our members, their jobs, their families and the communities we all live in – we have to act now.

"For many years, climate change has been a core activity at UNISON, and we have a vital role to play in driving the large-scale transformation required of workplaces and addressing the direct impact climate change has on our members."

Twelve months of activities are planned across the union, and UNISON is engaging with the green agenda at a national and local level. This is your opportunity to find out what's happening, how you can get involved and how we can all work together more effectively to reduce carbon emissions.

## How can my branch get involved?

- Sign up to the Green UNISON newsletter to receive regular updates.
- Read the *Bargaining on Green Issues in the Workplace* guide.
- Scan the QR code on this page or check the Green UNISON campaign page regularly at:  
[www.unison.org.uk/our-campaigns/green-unison/](http://www.unison.org.uk/our-campaigns/green-unison/)



## WET'S 2026 Year of Green Activity includes:

2026  
Year of Green  
Activity

### March 2026 - UN World Water Day

Held every year since 1993, this day highlights the importance of clean, fresh water. UNISON will be planning activities. Contact your local branch to help plan and deliver activities that will raise awareness in your workplace.

### July 2026 – Invest in public transport more effectively to reduce carbon emissions

A focus this month upon the importance of investment in public transport will be led by the WET sector. It will highlight the importance of public transport in delivering net zero. UNISON welcomed the government's recent £15.6 billion of funding for local transport projects in England's city regions – including South Yorkshire, the North East, the East Midlands and Tees Valley.

### September 2026 – UNISON'S Green Week

The WET sector will be part of this annual event, which offers members a springboard to engage even more on climate change.

## WET leads Green Week

UNISON is committed to a net zero workplace and the Water, Environment and Transport (WET) sector is key to making this happen. So this year, the sector group's chair Pam Sian and deputy chair Natalie Mladenovic Haigh led the launch of UNISON's Green Week 2025.

Every year, Green Week is held in late September to raise awareness of green issues and to plan green activities to encourage members to get more active on environmental concerns – both at work and at home.

Michelle Singleton, policy officer for green issues, said: "The week was a great success and we are already working with WET to plan Green Week 2026."



**Launching Green Week with WET chair Pam Sian, policy officer for green issues Michelle Singleton and deputy WET chair Natalie Mladenovic Haigh**

## We need you

Are you passionate about the environment?

Would you like to take a lead in your workplace on environmental issues? If so, then why not become an environmental officer?



It is the role of environmental officers to agree a joint approach with employers and your local UNISON branch to 'green' the workplace.

Organisations are far better placed than individuals to install cost effective green measures and agree collective ways to change our behaviour at work – such as through recycling schemes.

Environmental officers can raise awareness and ensure that green issues are included in the negotiating or bargaining agenda at work.

As with all branch trade union roles, environmental officers are a volunteer role. Whether you have a wealth of relevant experience that can help you in the role or want to find out more about what you can do to help, UNISON will help you. All you need is a keen interest and a willingness to support the work. Training is available and there are support networks within the union where you can ask questions.

## What can you do to reduce carbon emissions in your workplace?

There is a wide range of initiatives that can be introduced in your workplace to reduce carbon emissions. These include:

- encouraging your employer to create new intranet pages at your workplace to raise awareness, encourage action, provide educational resources and grow the green agenda movement
- working to promote active travel, such as cycling, walking and public transport
- supporting UNISON's *Commute Back Better* lift-sharing campaign
- creating a new environmental policy progress dashboard, which can be published to all staff to keep them updated of progress





## Is this a watershed moment? Is a new ‘super’ agency what’s needed for the water industry?

Last summer, the Independent Water Commission recommended a once-in-a-generation overhaul of the water industry to address the chronic and long-term failure of water companies and the existing regulatory bodies. Is it the answer?

The public has had enough. In recent years, stories of water companies spilling raw sewage into England’s rivers and seas have rarely been out of the headlines. According to Environment Agency figures, water companies spilled raw sewage for a record 3.6 million hours in 2024, posing a serious threat to wildlife and the nation’s health. Water company employees are being threatened, and even assaulted, by the public who are sick of chronic failures and rising water bills.

Climate change, population growth and economic development will continue to put huge pressure on water systems over the coming decades.

Last July, the Independent Water Commission published its major proposals for overhauling the water

industry. Its recommendations include plans for a new single ‘super’ water regulator for England and a similar model for Wales. These new regulators will take over the water environment-related functions of the Environment Agency, as well as responsibilities of Ofwat, the Drinking Water Inspectorate and Natural England. As well as creating a new integrated regulator for water, other measures include stronger consumer rights and nine new regional water authorities.

Speaking at the report’s launch, author Sir Jon Cunliffe, said: “This is a complex sector with a highly integrated system, responsible for the second-largest infrastructure programme in the UK...Our recommendations to achieve this (clean water and safe pollution limits) are significant.”

The proposals are deep and wide, and Environment Secretary Steve Reed is expected to use them as the basis for a new white paper to be put this autumn.

But is a ‘super’ agency what’s needed? Here are two alternative options.

### Public ownership

In setting up the Water Commission, the government ruled out nationalisation, arguing that it would be too expensive and wouldn’t necessarily lead to improvements.

But many are angry that the review was never allowed to consider what they see as the fundamental problem - that water is in private, not public hands.

For years, UNISON has argued for the renationalisation of the water industry. It's the only option on the table that would eliminate the need to pay shareholders, allowing money to be reinvested into infrastructure and passed on to consumers as savings.

"Public ownership can prioritise ecological restoration, ending the sewage scandal and ensuring clean, safe water for everyone," explained Donna Rowe-Merriman, national secretary for business, community and environment. "Removing the profit motive would allow water services to focus on long-term planning and sustainable investment, not short-term gain."

Public ownership isn't just possible—it's popular. A 2023 poll found that 66% of Britons support renationalising water, cutting across political and social divides.

"Public good should come before private profit. It's time to renationalise water companies," said Ms Rowe-Merriman.

## Invest in existing structures

Over the last 15 years, since Tory austerity cuts were introduced, the Environment Agency's budget to tackle pollution and protect the environment has been slashed. It is nearly a third lower in real terms today than it was in 2010, despite year-on-year increases since 2019.

For years, UNISON has been arguing that constant job cuts have left the Environment Agency (EA) without enough staff on the ground to tackle problems effectively. Rather than create a new agency, Greg Marshall, senior advisor water resources at the EA and UNISON steward believes that, if the water industry isn't going to be renationalised, it makes more sense and would save money if the Environment Agency was strengthened.

"Everyone supports the need to improve water quality, to toughen regulation and to strengthen consumer protection. It's just about how this can best be done.

"It would make more sense to strengthen the Environment Agency than set up a new 'super' agency. We have the expertise and experience, and just like a new agency, we should be held accountable for delivering. A new agency will cost a phenomenal amount of money, when many of the weaknesses could be addressed by existing agencies.

"Give us the money to clean up the rivers, give us more money to regulate and to do all the things we're being criticised for not achieving and we'll do it," Marshall continued. "We've just had an injection of £50 million to do more inspections on the water industry and we've recruited 200-300 new staff to achieve this.

"It also makes sense for the Environment Agency to absorb smaller bodies, like Natural England's water services and the Drinking Water Inspectorate, which only have about 25 employees each."

Another concern is that the new 'super' agency will be focused upon water quality, but does not have responsibility for wider water issues, like flooding and drought. The Environment Agency is responsible for managing both of these at present.

"It would be hard to strip out the water quality aspect of our work," explained Marshall. "We are responsible for all water management, including flood and drought management, which are interdependent upon other elements of the environment. It would be a retrograde step to revert to a single water regulator which is normally about supply and quality."

## What will the new planned 'super' water agency look like?

The government is recommending an overhaul of the current regulation system. This will include:

- replacing the regulators with one agency for England and one agency for Wales.
- the removal of the environmental regulation functions from the Environment Agency and Natural England.
- abolishing Ofwat and the Drinking Water Inspectorate.
- the setting up of an a new 'joined-up' and 'powerful' single integrated water regulator.
- integrating Ofwat's economic responsibilities in Wales into Natural Resources Wales.



# “Once in a generation” worker rights bill passed

The new Employment Rights Bill will make game-changing improvements to working life in Britain.

Working life in Britain is getting better...much better...with the passing of the government's Employment Rights Bill.

“This bill will be the biggest improvement to workers' rights since the introduction of the minimum wage,” said Maggi Ferncombe, director of political engagement.

There are many far-reaching changes that will improve workers' lives over the next two years once the bill is passed and rolled-out in stages across Britain. These include: an end to exploitative zero-hour contracts...day one statutory sick pay for 1.3 million of the lowest paid workers...and simplifying the trade union recognition process.

“This is a generational opportunity to improve the lives of all working people. It will benefit workers and the economy and good employers have nothing to fear from it,” said general secretary, Christine McNea.

Notably, Reform UK's four MPs, who claim to represent working Britain,

all voted against the bill at every stage. “Nigel Farage and Reform aren't on the side of working people, they're on the side of bad bosses, zero hour contracts and fire and rehire,” said Ferncombe.

The Employment Rights Bill has had a rocky road through parliament, yet despite scaremongering by businesses and the right wing press, government ministers have resisted pressure to dilute core UK workers' rights' reforms.

“When the minimum wage was introduced, there was a lot of fear spread about how it would damage the economy. Instead the economy grew, because workers had more money in their pockets to spend,” said Ferncombe.

Summing up, McNea said: “The bill will make a real difference to the lives of millions of people. The reforms are long overdue and exactly what this country needs. This legislation will help organisations become better employers.”

## UNISON's campaigning

UNISON has been a key player in getting this major bill passed. We worked with the policy body of the Labour Party, the National Policy Forum, before the party was elected to shape its manifesto leading up to the general election in 2024.

UNISON also played a vital role in the bill's development, completing formal consultations with our members around key areas. These were:

- improved statutory sick pay
- an end to zero hour contracts
- trade union modernisation
- the banning of collective redundancy and fire and rehire.

In addition, more than 13,000 UNISON members emailed their MPs asking them to back the bill at second reading.

## What's in the bill?

There are many new rights included in the bill. They include:

- ending exploitative zero hours culture.
- the 'right to notice'. This means that employers can no longer cancel shifts at the last minute without paying compensation to the employee.
- the right to more secure employment. If you've been working in a set pattern for over 12 weeks, you have the right to be offered a proper employment contract.
- sick pay from the first day

you're ill – instead of having to wait three days for statutory sick pay.

- flexible working rights from day one. If the employer refuses, they will have to explain their decision in writing.
- bereavement leave widened to close family members.
- improved pregnancy and maternity rights.
- new rights to parental and paternity leave from first day of employment.

Collective rights to help UNISON support members include:

- new access and recognition rights.
- improvements to facility time so that reps can better represent members.
- protections against detriment and dismissal when taking industrial action.
- improved collective redundancy provision.
- a new Fair Work Agency to help enforce rights and resolve disputes.

**For full details scan the QR code.**



# Fighting for justice

A committed activist and organiser, Jim Morris-Knight has recently been elected as the new WET representative on the NEC.

**Q. How did you first get involved with UNISON?**

**A.** I have trade union activity in my blood. One of my great-grandfathers was part of the Singer factory strike in Glasgow in the 1920s. The other went down the pit at a young age and was a union man. My uncle was a union militant in the post office and my mum is a teacher. So you could say I've always been a union member as it's part of my background.

I joined a trade union at the first opportunity. When I started out, I was working on a farm and I started a Unite branch. Our meetings consisted of me and this other bloke sitting in a cowshed having a moan.

Later I started working for the Environment Agency in a call centre and that was when I joined UNISON.

**Q. What is your role at the Environment Agency?**

**A.** I work for the Environment Agency in external affairs. I'm co-chair of the Yorkshire and north east branch. My role now is to work with all the agency's different stakeholders, which can be anyone from flood insurance companies to farmers to community groups, bringing them together to work in a more strategic way.

**Q. When did you become a union activist?**

**A.** I've always been an activist, but I became a UNISON shop steward as soon as I could. Social justice is very important to me, and I think the most effective way we see this is through organising strikes and campaigning for real change. The greatest incentive for people to get involved and join UNISON is seeing success in the workplace.



*Jim enjoying the great outdoors with his now fiancée Rachel*

In my branch we've been on a journey, where we used our industrial action as a catalyst to grow the branch, bring new activists into the fold and strengthen our hand. Density is our power and our leverage, but we also have to be organised and create a fighting identity and culture. As all of this begins to happen, confidence increases and more becomes possible.

I try to be political in the workplace. I don't always expect people to agree with me, but it's important we have open conversations and try to find unity as workers.

**Q. When did you join the NEC?**

I was elected to the NEC in the summer and stood on a very clear platform of building workers' power across our employers and sectors in our service group.

We're a small service group within the union, but we're essential.

Firstly though, we have to get more organised. We also need more leaders in our workplaces. This is how we can start to tackle the bigger issues.

**Q: How do you relax when you're not working?**

Well, life has been very focused on the trade union movement and politics over the last six months and I'm going on holiday in the next few days to Rhodes, which I'm really looking forward to. It's a big holiday as I'm going to be asking my girlfriend Rachel to marry me. Let's hope she says yes!

I haven't had time recently, but I like to go rock climbing, bouldering and walking and getting out into the countryside when I get a chance.

I used to love raving, but don't do so much of that now I'm in my 30s! And watching the football – I'm an Aston Villa fan, which is both joy and misery.

**Q: Is there any message for have for WET members?**

Yes, please do contact me if there's ever anything I can help with. I'll always point you in the right direction. I'm always here to support you.

**Contact Jim at:**  
[j.morris-knight@unison.co.uk](mailto:j.morris-knight@unison.co.uk)

## How UNISON can help

UNISON has a wide range of benefits to help members during times of difficulty. In the first instance, make contact with your branch's welfare officer, who will be able to advise you. Support services include:

**UNISON Direct** – the UNISON helpline can process straightforward queries and put you in touch with your local rep, branch or region if you have a problem at work. The helpline can also provide factsheets on issues such as: health and safety; employment rights; and professional issues.

**There for You (UNISON welfare)** – Members experiencing financial and emotional difficulties can contact our welfare charity, There for You, which provides a confidential advice and support service for members and their dependants. It can also arrange emergency support or grants for members in a crisis, who are facing issues such as debt, eviction or domestic abuse.

**Legal services** – UNISON provides the broadest range of legal help to union members in the UK. Members receive quality legal advice for non-work and employment issues at no extra cost to members and their family. This service includes: a free 30-minute telephone interview advice service on any non-employment issue.

**UNISON Debtline** – This confidential helpline is to help you manage money and deal with debt. We offer free confidential advice to help you clear your debt. The service is provided by Payplan – specialist debt management experts.

# ESSENTIAL COVER WHEREVER YOU WORK

Worried about your job?  
In these uncertain times there's never  
been a better time to **join UNISON**.

For as little as £1.30 a month  
our members get:

- advice, support and help at work
- a helpline that is open until midnight
- legal help for you at work and your family at home
- plus a wide range of exclusive member discounts.

From  
**£1.30**  
a month

| Annual salary     | Monthly cost |
|-------------------|--------------|
| Up to £2,000      | £1.30        |
| £2,001 - £5,000   | £3.50        |
| £5,001 - £8,000   | £5.30        |
| £8,001 - £11,000  | £6.60        |
| £11,001 - £14,000 | £7.85        |
| £14,001 - £17,000 | £9.70        |
| £17,001 - £20,000 | £11.50       |
| £20,001 - £25,000 | £14.00       |
| £25,001 - £30,000 | £17.25       |
| £30,001 - £35,000 | £20.30       |
| over £35,000      | £22.50       |

Join online at [joinunison.org](http://joinunison.org) or call free on 0800 171 2193

**UNISON** essential cover for you

**UNISON**  
the public service union