

Dear Colleague,

As a Derbyshire Police employee, you come to work and do your job to the best of your ability. You expect to get rewarded in accordance with your skills and the effort you have put in and, in general, this is what happens most of the time, life at work is fairly straightforward with not much going wrong that you can't handle. But sometimes, things happen over which you have no control and that can affect your life in a major or even devastating way.

For example, you may be under threat of dismissal or you may be at risk of redundancy. You could be faced with changes to your Terms and Conditions of employment that you are unhappy with. You may feel that you are under pressure to work far more hours than you would like, or more than is good for you, and your family's well-being. Or, you may be experiencing harassment or bullying. Instead of being enjoyable, your life at work becomes worrying and stressful and, often, you feel very isolated.

It's then when you need support - not just a sympathetic ear but powerful, practical support that will sort out your work-related problems in a positive and satisfactory way.

Often, people who have never felt the need for the support of a union believe that if they do their job diligently and toe the line, they'll be OK. Unfortunately, it's not always true. Over two million Unite members know this and already appreciate the value of membership. As someone who has yet to discover the benefits of Unite membership, after reading this letter and the other information on our website **www.police-staff.org**, you'll soon be convinced that membership of Unite brings with it not only a unique range of benefits but also the full resources of a powerful organisation that's on your side if things turn unpleasant, as, regrettably, they are sometimes inclined to do.

Membership brings a range of benefits normally associated with large organisation e.g. financial services, a free legal helpline for matters even outside your employment, a free will-making service and, an energy company set up to offer better value energy just for union members. By taking advantage of one or more of these, your membership subscriptions, excellent value anyway, could easily be recovered by the savings made so, your membership could, in effect, be free! How's that for a good deal?

Employment legislation over the last few years has given, among other things, all employees the right to individual representation by a union on disciplinary and grievance issues. At Derbyshire Police, this means that Unite can represent any member, in any personal grievance or disciplinary situation. On top of these statutory rights, Derbyshire Constabulary have extended representation to cover change management issues or redeployment. Many Unite members will testify to this valuable benefit. However, total recognition of Unite will only happen when more people join...

If you would like to join a growing number of your Derbyshire Police colleagues as a Unite member, don't hesitate any longer - Complete the enclosed application form or join online via our website. It's quick and easy and you'll be a member in no time. Subscriptions are deducted from your own bank account, not your wages, so your membership is not widely known unless you make it so.

Our membership rates are not linked to your salary and are highly competitive. Full time membership costs less than £11 a month and £4.98 for part time staff. Our Derbyshire Police members tell us that our subscription rates are much lower than our colleague unions.

Remember, you have the right to join a union. You will not be victimised or labelled – that's illegal – more likely, you'll be respected for your membership. Once you join – you'll be informed, you'll take part, you'll belong. You will also receive regular union communications from head office and from the workplace contacts to whom you will be assigned.

Make today the day that you resolve to take control of your working (and non-working) life by joining Unite.

Thank you for taking the time to read this letter. Your Derbyshire Police colleagues are looking forward to welcoming you as a new member very soon.

Regards

Membership Section

Unite Derbyshire Police Staff