



SIF | Security
Industry
Federation

The Trade Union For All UK Security professionals

**Security Industry Federation
Affiliate Scheme
for Employers**



SIF | SECURITY
INDUSTRY
FEDERATION
AFFILIATE

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Introduction

On Friday 19th May 2023 the UK Governments Certification Officer accredited the Security Industry Federation (SIF) trade union status. Coming so soon after our launch on 1st November 2022 was a surprise to many in the UK security industry...but not to us.

During this short space of time, we have gained hundreds of members across the UK and supported industry objectives, showing that we are a trade union that cares about front line workers and security employers alike. Most importantly the SIF are a union that wants to improve the standards and perception of the UK security industry.

Over the last 18 months the UK media have run sensationalised headlines that portray trade unions to be selfish and disruptive and although frontline workers may respond well to the prospect of strike action in order to further their objectives public support is fast declining and employers are left to try and ensure their businesses are available for their customers.

I want to be clear that strike action is a last resort, as it should be for any trade union, although I am aware this may not always seem the case. The SIF are here to work with security employers, not against. There are many benefits to embracing a trade union for your workers and the SIF affiliate program allows for transparent and open communications between security employers and employees. Together we can make the UK security industry a more attractive place to be employed and allow careers to flourish.

Sincerely,

Daniel Garnham
President
Security Industry Federation

Why affiliate with the SIF

● **Increase in employee morale/retention**

SIF Affiliation fosters a constructive dialogue between employees and management. It creates a formal mechanism for addressing workplace issues, which helps build trust and reduce conflicts. SIF affiliation facilitates collective bargaining, which can lead to clear and mutually beneficial labour agreements. This process helps establish fair wages, working hours, and other employment conditions, reducing the risk of disputes.

● **Demonstrates to the industry your commitment to your staff**

SIF Affiliate members stand out as industry visionaries who openly embrace their commitment to staff welfare, recruitment and retention. Proof of affiliation with the SIF can also be used on tenders.

● **Shows clients you are a company with strong principles**

SIF trade union affiliation is a strong indicator that your company operates with a focus on ethical practices, employee well-being, and corporate responsibility. This can resonate with clients who are looking for business partners with strong principles and a commitment to doing what's right.

● **Mediation Support Service**

Gain access to a wealth of resources and expert advice on labour laws, health and safety regulations, best practices in employee management, contracts, TUPE, disciplinary and grievance procedures.

● **A dedicated success manager**

We will assign a SIF expert solely for your company.

● **Wellbeing officers**

SIF can be deployed at events, such as festivals, to support your staff's needs.

● **Wellbeing days**

SIF officers will arrange a special trade union and mental health awareness day with guest speakers and activities at your chosen location.

● **Display our Affiliate logo with pride**

Professional images for your websites and advertising literature.

● **EAP Service**

Affiliation includes access to legal services for all parties, 24/7 mental health counselling and face to face counselling sessions. Access to a discount platform including, mortgages, gyms, mobile phones, financial services, hotels, new and leased cars, shopping and much more!

What SIF affiliate scheme is right for you?

At £10.99 per month the SIF is already a competitively priced trade union but as an affiliate employer you could enjoy a rate of just £8.99 per month.

Option 1

Your company affiliates with the SIF to establish a good working relationship with a dedication to improving and retaining employee support and welfare through constructive dialogue. You signpost current staff members and new joiners to the SIF trade union and we supply you with promotional material that you display.

Only individual paying members can access SIF trade union membership benefits.

The company has access to the SIF Affiliate logo and SIF employee support services.

Option 2

As option 1 with the additional commitment to pay your staff's membership subscription costs at the reduced rate of £8.99 per member per month.

This additionally includes a dedicated success manager, a wellbeing day and SIF wellbeing officers at your events.

Option 3

As option 2 with an annual subscription for your entire company to the SIF legal services and full Employee Assistance Programme. The annual subscription is dependant on company size.

For companies with:

Under 100 members of staff - £1000

Between 100 and 500 members of staff - £2500

Over 500 - on request

Is this a recognition agreement?

No.

An affiliate scheme and a recognition agreement between an employer and a trade union are two different concepts within the context of labour relations. A recognition agreement establishes a formal relationship where the union represents employees in collective bargaining, while an affiliate scheme is a more flexible and collaborative arrangement that does not involve formal representation or collective bargaining rights.

Here's an explanation of their differences:

Recognition Agreement

Definition:

A recognition agreement is a formal arrangement between an employer and a trade union where the employer recognises the union as the representative body for its employees. This agreement gives the union the right to negotiate on behalf of the employees for terms such as wages, working conditions, benefits, and other employment-related matters.

Scope:

Recognition agreements typically apply to a specific workplace or group of employees within an organisation. They formalize the role of the union in collective bargaining, grievance handling, and consultation on workplace changes.

Legal Framework:

In many countries, recognition agreements are governed by labour laws or regulations that outline the process for recognition, such as demonstrating majority employee support for the union or going through a formal recognition process.

Role of the Union:

With a recognition agreement, the union has a defined role in representing employees in collective bargaining and workplace issues. It can also represent employees in disciplinary procedures, grievances, and other employment-related matters.

Affiliate Scheme

Definition:

An affiliate scheme involves a relationship between a trade union and a company or organisation, where the company supports or collaborates with the union in various ways, but without the formal structure of a recognition agreement. Affiliation generally does not give the union collective bargaining rights, but it may involve other forms of partnership and support.

Scope:

Affiliate schemes are often broader in scope and can encompass multiple companies or industries. They might focus on general support for trade union principles, collaboration on social or industry-related initiatives, or promoting worker rights.

Purpose:

The primary aim of affiliation is to foster a positive relationship between the company and the union. This can involve supporting union activities, engaging in collaborative projects, or aligning with broader union goals. It might also serve as a way for companies to signal their commitment to ethical labour practices without engaging in formal collective bargaining.

Role of the Union:

In an affiliate scheme, the union's role is more about partnership and collaboration rather than formal representation of employees. The union may offer training, resources, or other benefits to affiliated companies, but it typically does not engage in collective bargaining or represent individual employees in workplace matters.

Contact us

To become a member of the Security Industry Federation's Affiliate scheme for employers or if you have any questions, please contact us at

daniel.garnham@sif.org.uk