

Policy on services to new members

The Committee of Management has agreed to provide services which sometimes involve acting for new members on issues which existed before they were members. This has been done, contrary to the practice in the union movement, to assist recruitment and, sometimes, at the encouragement of the local delegate.

The Secretary has had discretion to accept members and act retrospectively subject to an agreement about paying a "suitable" amount of money. This amount depended upon an estimate of the time that would be involved in processing the retrospective issue and that the amount of money agreed provided the equivalent of an appropriate time of membership before the issue had arisen.

Some new members have paid two years fees upfront as well as payment for the financial year. This works as long as the effort resolving the issue cost less and this has usually not been the case.

The Committee of Management has now resolved that this discretionary arrangement will continue no longer.

It's not fair to existing members who are loyal and understand that the services of the union are available when and if needed and, if they are fortunate with their Council, may never be individually required. It is also a financially unsustainable practice that would encourage people to join only when they are in trouble already.

The only exception when retrospective assistance will be provided is if the new member wants to participate in a process or action already underway for one or more other members at their Council so that there is no additional cost incurred or activity required from the union.

Adopted by unanimous resolution of the Committee of Management on 11 July 2012

Ian Robertson
Secretary
11 July 2012