



Authorised union representative policy

Background

[insert if relevant]

Policy statement

The Uniting Church in Australia Synod of Victoria and Tasmania recognises and supports the work of the Australian Services Union (ASU) in acting as a bargaining representative for the *Lay Staff Collective Employment Agreement*.

The Synod recognises that some staff may wish to become authorised union representatives, and they may from time to time be involved in undertaking trade union training, development and other activities related to their role.

Procedures relating to employees who are authorised union delegates, and their managers, in regards to carrying out such activities are provided in a related procedures document.

Scope

As the ASU has been recognised as the bargaining representative for the *Lay Staff Collective Employment Agreement*, these procedures apply to all Synod staff employed under the *Lay Staff Collective Employment Agreement*.

Definitions

ASU: Australian Services Union

Representative: A staff member who is an authorised union representative (delegate)

Synod: The Uniting Church in Australia Synod of Victoria and Tasmania

Union Officer: An individual recognised as an ASU Union Official

Related policies and procedures

Inclusion policy

Authorised union representative procedure

Related documents

EAP brochure

Lay Staff Collective Employment Agreement

Leave application form

Ethos and Values of the Uniting Church in Australia

As an employer, we express the ethos of Christianity to love one another, to live justly and to seek the reconciliation and renewal of all creation by respecting ourselves and all whom we serve and employ.

We strive to do so by:

- Being inclusive
- Acting and advocating for a just society
- Working for peace and justice in the World



- Having an openness to the wisdom of people of other faiths and views
- Implementing environmentally sustainable practices

In our workplace we value justice, inclusion, compassion, shared leadership, respect, integrity, wise stewardship and innovation. The Uniting Church in Australia is committed to keeping children safe.

The Ethos and Values of the Uniting Church in Australia should be considered in the interpretation of this policy.

| VERSION: APPROVAL | POLICY MANAGER | REVIEW DATE |
|---------------------------|---------------------------|-----------------|
| 1: Senior Leadership Team | Director People & Culture | 1 June 2013 |
| 2: Senior Leadership Team | Director People & Culture | 24 August 2015 |
| 3: Senior Leadership Team | Director People & Culture | 16 October 2019 |

Further assistance

Contact People & Culture for interpretation and assistance with this policy.