



Information for Workplace Representatives

The Valued Worker Scheme is an initiative jointly promoted by the NASUWT, GMB, UNISON and Unite.

The unions recognise that there are already many employers that value their employees. Unfortunately, however, there are still too many that do not.

The Valued Worker Scheme is a process for recognising those employers who do treat employees well, and encouraging engagement with those that do not.

The Scheme promotes the adoption of policies and practices that demonstrate an employer's commitment to treating all employees fairly, equitably and with dignity through the adoption of six principles.

Employers signing up to the Scheme initially will not be expected to be fully compliant with all the principles, but they will be expected to outline their priorities for the year ahead in working towards them.

Valued Worker Scheme – Principles

Employers will commit to treat all employees fairly, equitably and consistently by:

1. enabling all employees to have a safe, secure and enjoyable working environment;
2. ensuring the wellbeing and dignity at work of all employees;
3. providing high quality and relevant CPD for all employees;
4. negotiating good pay and conditions which include a commitment to the Foundation Living Wage and covers outsourced workers;¹
5. having formal agreed mechanisms for consultation and negotiation, working in partnership with employees and trade unions;
6. ensuring policy development and working practices are informed by the use of information and evidence.

¹ The living wage as defined by the Living Wage Foundation.

For further details, including how to sign up to the Scheme, see participating union details overleaf.

How to Join the Scheme

The scheme is intended to foster partnership working between trade unions and employers. It is important to stress that full compliance with all the principles is not required to join the scheme but the commitment to work towards compliance and in a manner consistent with the principles is the expectation.

To join the scheme, the employer, in consultation with the trade unions, should agree an action plan identifying an objective which improves compliance with one, or more, of the principles. For example, for principle one this could be to develop a meaningful wellbeing policy, or for principle two this could be introducing mental health first aiders. A list of example objectives can be found at: www.nasuwat.org.uk/ValuedWorkerScheme.

A timescale for review should also be agreed, after which the progress should be reviewed. If the objective is met, the cycle begins again with a new action plan if not, then an agreement should be made either to extend the review period, or move on to a new action plan, noting the reasons why the previous one failed.

For more information, contact your local trade union representative, or contact one of the national trade unions.

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