



THE TIMES 100

UNISON brief

Introduction

In a workplace, it is not easy for every individual employee to discuss issues with management. This is why workers may need representation. Issues at work include things like health and safety, working conditions and fair treatment. A trade union provides this help and support. The largest public services trade union in Britain is UNISON, with over 1.3 million members. Public services include local authorities, hospitals, schools and colleges. It also represents workers in utility companies like those that provide water and gas. UNISON aims to help improve the work environment and at the same time tackle climate change. One challenge is the way businesses affect the environment. To do this UNISON has proposed new ways of working. It is focusing on two approaches to make workplaces greener. It has talked to both government and employers to raise the issue.

Aims and objectives

UNISON has set targets for its members to help them combat climate change. It has shown ways to reduce energy use, reduce waste and recycle more. Unison wants its green targets to fit in with its overall aims. It wants to support UNISON members to focus on environmental issues and tackle climate change. It has put together a set of key objectives to reach these aims. These show it to be a green organisation. This has helped relations with employers and put UNISON in a better position to drive change.

Strategy and tactics

UNISON has developed a long-term strategy. This set of plans involves both the government and its members. Most of UNISON's members work in the public sector, a large part of the UK economy. Big organisations can have a big effect on the environment. They may have higher carbon emissions. UNISON has shown the government how its plans could reduce these. UNISON has developed shorter-term plans called tactics to help it reach each target. These include training materials, courses and events to promote increased environmental awareness in the workplace.

SMART targets

SMART targets are:

- Specific
- Measurable
- Achievable
- Realistic
- Time related.

UNISON has added to these understandable and challenging SMART targets help organisations to know when they have achieved the results they want. UNISON's targets relate to three key areas:

- reduce UNISON's own carbon footprint. It is changing power suppliers, recycling more and changing UNISON staff cars to hybrid vehicles
- make workplaces more environmentally friendly
- run campaigns focused on environment issues like reducing carbon emissions.

Stakeholders

UNISON's stakeholders include its members, the government and the managers of the organisations its members work in. UNISON wants to communicate its message about the environment to all its stakeholders. To do this it has held conferences, produced publicity materials like posters and hosted events.



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Conclusion

UNISON is having a positive influence on workers and the environment. It has been praised for showing real leadership over climate change issues.