

## ACS Submission: Duty to inform workers of their right to join a trade union

To be submitted via online form:

[https://ditresearch.eu.qualtrics.com/jfe/form/SV\\_6PD5vWZHxXpsrxc](https://ditresearch.eu.qualtrics.com/jfe/form/SV_6PD5vWZHxXpsrxc)

### Section A: Content of the statement

**Question 1:** Do you agree that the following types of information should be included in the statement provided to workers?

- a. A brief overview of the functions of a trade union **Yes**
- b. A summary of the statutory rights in relation to union membership **Yes**
- c. A list of all trade unions that the employer recognises (if any) **Yes**
- d. A signpost to a GOV.UK page with list of trade unions **Yes**
- e. Add other types of information (please specify)
- f. If no, please explain your answer.

### Section B: Form of the statement

**Question 2:** Do you agree that the statement should be a standardised statement provided by the government? **Yes**

**Question 2a:** If no, please explain your answer. **The statement should be structured as a strictly neutral, apolitical, and standardised template. Its purpose should be to inform, not to direct.**

**Question 3:** If the proposal for an employer-drafted statement (option B) is chosen, do you agree that the Government should provide a model statement that employers can adapt? **Yes**

**Question 3a:** If no, please explain your answer.

### Section C: Manner of delivery

**Question 4:** Do you agree that the written statement should be delivered directly to new workers? **Yes.**

**Question 4a:** If no, please explain your answer: **Yes - but as long as delivery is flexible, simple and aligned with existing employment documentation. It should include email, digital HR platforms and paper copies where digital access is not available.**

### Question 5

Do you agree that employers should be able to deliver the statement indirectly or directly to existing workers? **Yes.**

### Question 5a

Please explain your answer: **As with question 4, we support a flexible approach for existing workers, allowing retailers to provide the statement either directly (e.g. email or letter) or indirectly (e.g. staff noticeboard or internal systems).**

**Retailers already communicate statutory information through in-store notices or shared staff portals, requiring repeat direct distribution would impose disproportionate administrative burdens.**

Provided the statement is clearly signposted and permanently accessible, we do not believe a mandatory reminder requirement is necessary, so we support the Gov's preferred option of allowing indirect or direct delivery without compulsory reminders.

#### **Section D: Frequency of delivery**

##### **Question 6**

Do you agree that employers should be required to provide workers with the statement, or reminder, on an annual basis? **Yes**

##### **Question 6a**

Please explain your answer.

**Yes, any more frequent would be disproportionate. An annual cycle aligns better with existing business processes and statutory reporting, making compliance simpler and more effective.**

##### **Question 7**

Do you agree that a standardised frequency should apply to all organisations regardless of sector or size?

**Yes**

##### **Question 7a**

If you selected 'No', please explain your answer.

#### **Section E: Additional comments**

##### **Question 8**

Do you have any further comments on how the duty to inform workers of their right to join a trade union should be implemented?

[Free text box]