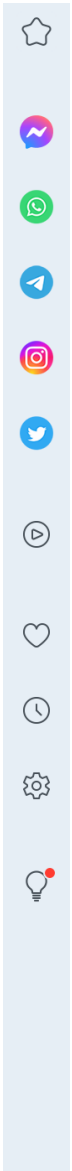


WOULD EFFECTIVE PARTNERSHIPS BETWEEN ORGANISATIONS AND TRADE UNIONS REDUCE 'BETRAYAL'?

DR ESTHER MURRAY CPSYCHOL

@EM_HEALTHPSYCH



Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	1	2	3	4	5	6
NHS Nurses RCN	NHS Ambulance UNITE [Yorkshire Ambulance Trust]	Depart for Work & Pensions PCS [Regional Jobcentre Employees]	Depart for Work & Pensions PCS [Regional Jobcentre Employees]	Depart for Work & Pensions PCS [Regional Jobcentre Employees]	BBC Regional Services NUJ	Depart for Work & Pensions PCS [Regional Jobcentre Employees]
Passport Offices PCS	Passport Offices PCS	NHS Ambulance UNITE [West Midlands, South Central, South East]	Passport Offices PCS	Heathrow Security UNITE	Depart for Work & Pensions PCS [Regional Jobcentre Employees]	Heathrow Security UNITE
		Passport Offices PCS	Trelleborg Workers UNITE [Tewkesbury and Bridgewater]	Passport Offices PCS	Heathrow Security UNITE	
		Teachers NEU		Trelleborg Workers UNITE [Tewkesbury and Bridgewater]	Passport Offices PCS	
		Trelleborg Workers UNITE [Tewkesbury and Bridgewater]			Trelleborg Workers UNITE [Tewkesbury and Bridgewater]	
7	8	9	10	11	12	13
		Heathrow Security UNITE	Civil Service Prospect	Civil Service Prospect	HMRC PCS	Rail RMT




UK TRADE UNION MEMBERSHIP

- Current data from 2021 (new data due this month)
- 23% of all employees are union members in the UK
- This percentage has been gradually falling in recent years, despite having built back up from a low in 2016
- Decline in membership is greater in the public sector
- Those who are over 35 and have been working for the same employer for 10 years or more are somewhat more likely to be union members



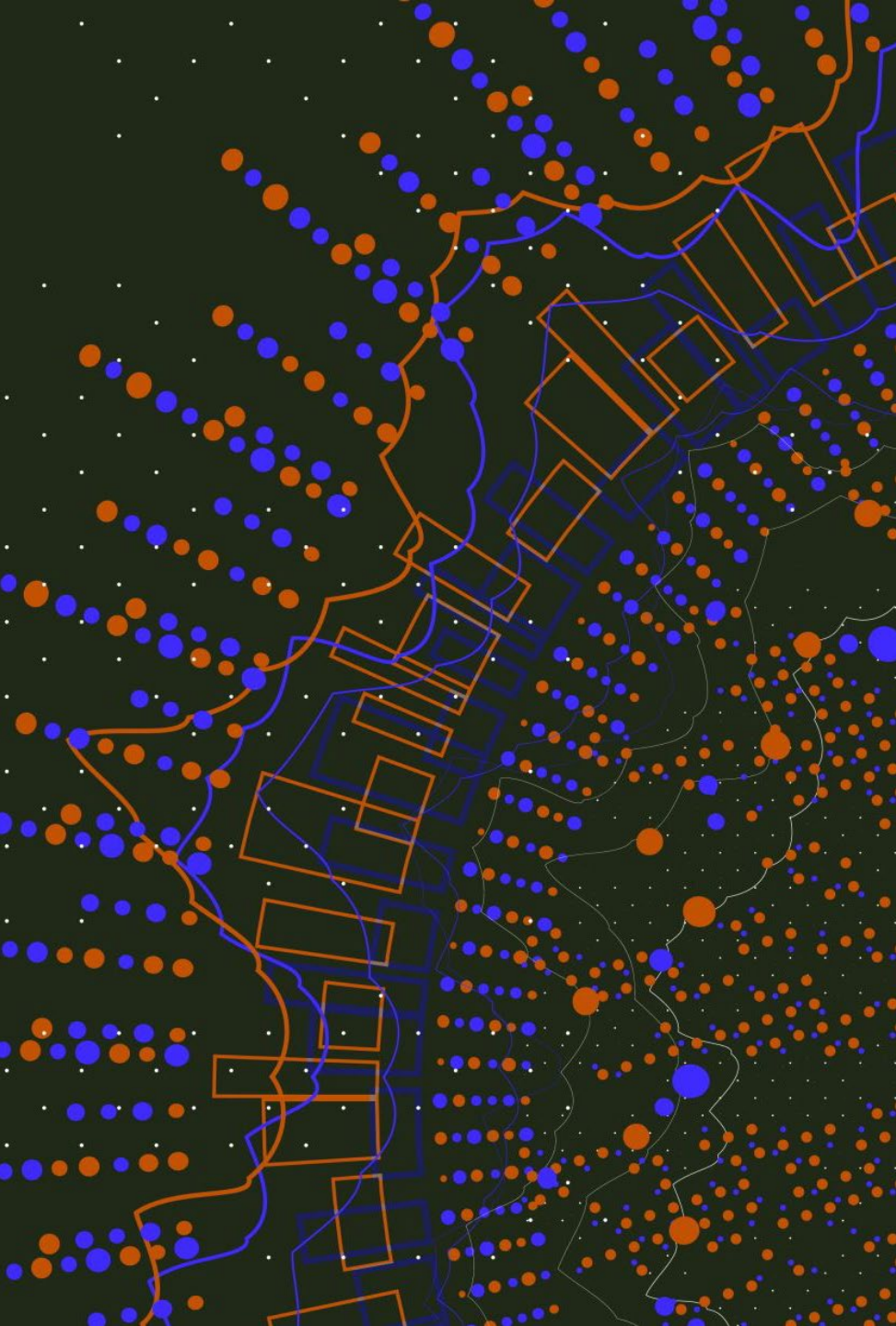


“I’M SUSPICIOUS WHEN THERE
IS THE IDEA THAT UNIONS CAN
HELP MANAGERS MANAGE”

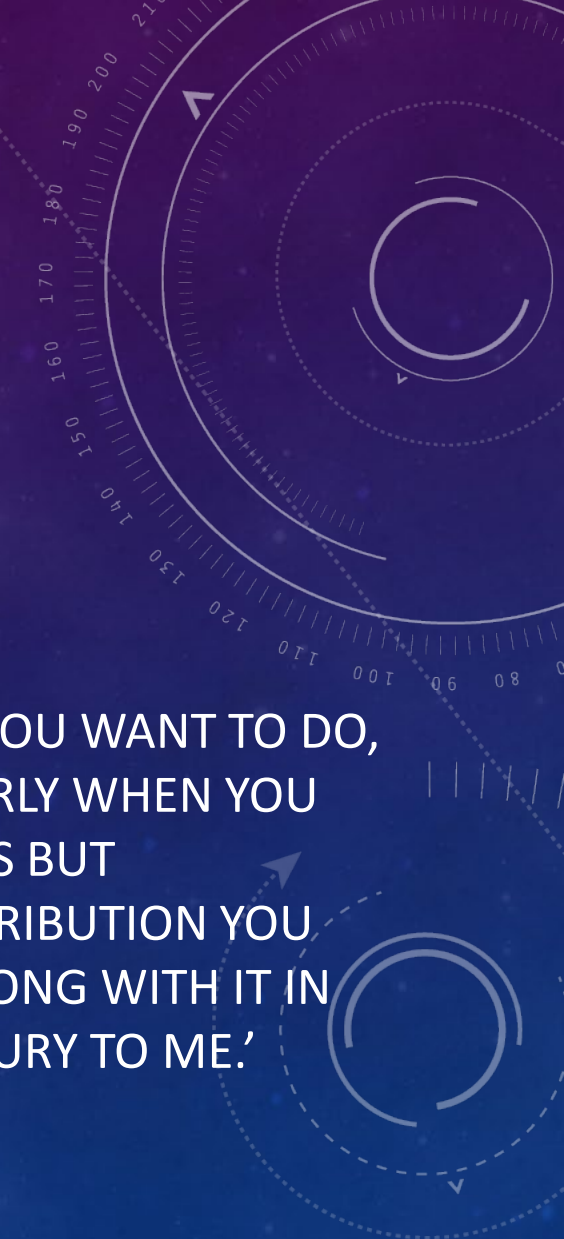


“OUR FAITH THAT OUR WORK OFFERS NON-MATERIAL REWARDS AND IS MORE INTEGRAL TO OUR IDENTITY THAN A ‘REGULAR’ JOB WOULD BE, MAKES US IDEAL EMPLOYEES WHEN THE GOAL OF MANAGEMENT IS TO EXTRACT OUR LABOURS MAXIMUM VALUE AT MINIMUM COST”

BROUILLETTE 2013

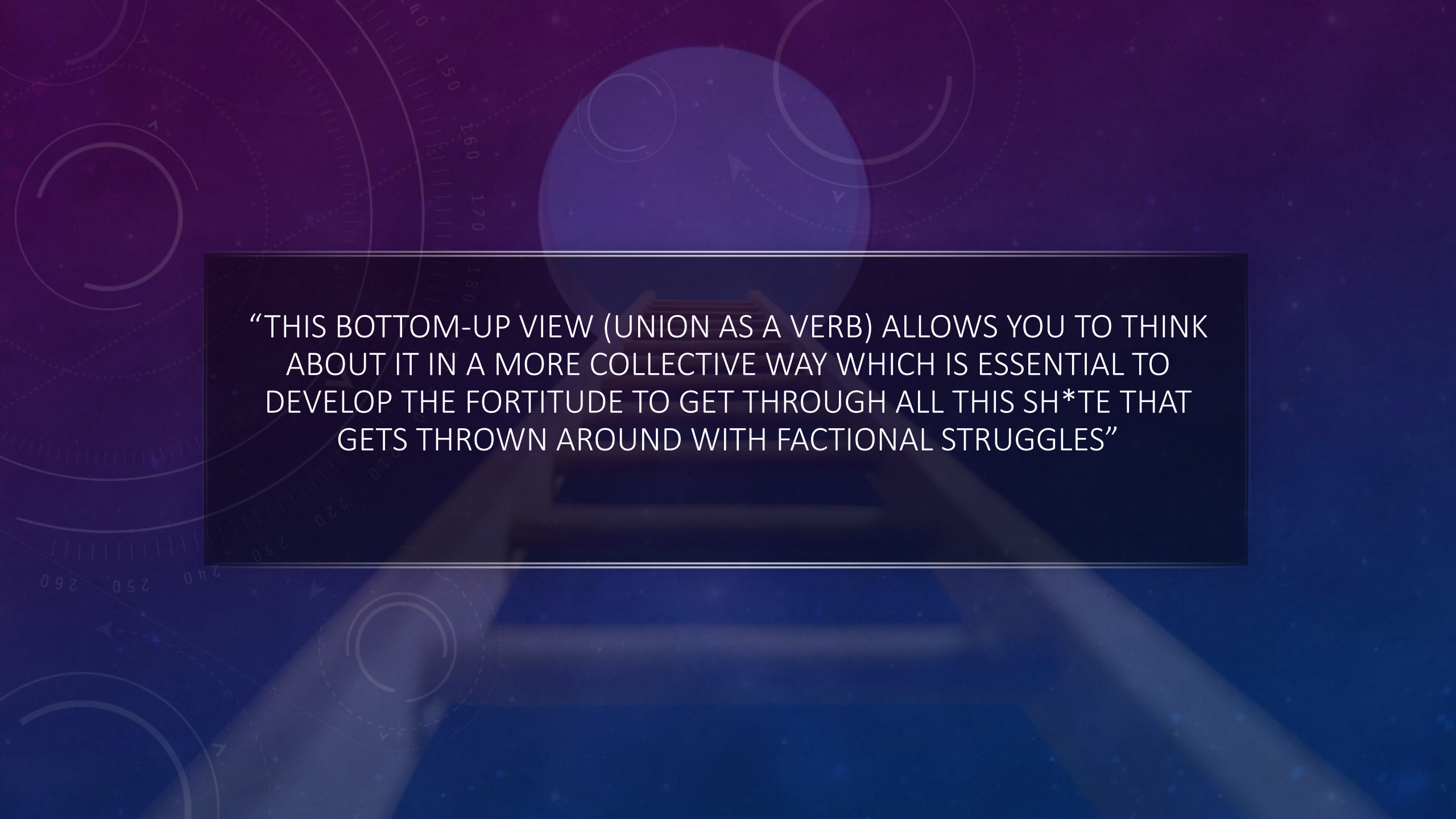


‘BURNING IT ALL DOWN, WHICH IS WHAT YOU WANT TO DO, ISN’T POSSIBLE ON YOUR OWN PARTICULARLY WHEN YOU HAVE OTHER STRUCTURAL DISADVANTAGES BUT ACKNOWLEDGING...THAT THERE IS A CONTRIBUTION YOU CAN MAKE. BUT THAT SENSE OF GOING ALONG WITH IT IN ORDER TO SURVIVE, FEELS LIKE MORAL INJURY TO ME.’





“WHAT WE ARE DOING NOW IS UNIONISING.
VERY FEW PEOPLE WILL KNOW THIS
CONVERSATION TOOK PLACE BUT WE ARE
STRENGTHENING OUR RELATIONSHIP AND
TRUST... I THINK ABOUT ‘UNION’ AS A VERB.”



“THIS BOTTOM-UP VIEW (UNION AS A VERB) ALLOWS YOU TO THINK ABOUT IT IN A MORE COLLECTIVE WAY WHICH IS ESSENTIAL TO DEVELOP THE FORTITUDE TO GET THROUGH ALL THIS SH*TE THAT GETS THROWN AROUND WITH FACTIONAL STRUGGLES”

“LOCAL, NATIONAL
AND ACTIVIST
COMMUNITY
FEELINGS”

- **Branch world – ‘for a lot of us was the place we discovered solidarity, and for some of us where we have been betrayed’**
- **Nasty Activism world – ‘ a succession of zero sum games’**
- **Inside faction world – ‘ it isn’t perfect, we’re trying, it’s a thing in process’**



HERE'S A BUNCH OF PEOPLE I LED INTO AN
ACTION THAT F*CKED UP... HOW CAN WE BE
ABSOLVED OF THIS FAILURE?

“I CAN’T COMPLAIN ABOUT
SOMETHING IF I DON’T DO
SOMETHING ABOUT IT”

‘UNHEALED COMBAT TRAUMA – AND I SUSPECT
UNHEALED SEVERE TRAUMA FROM ANY SOURCE
– DESTROYS THE UNNOTICED SUBSTRUCTURE OF
DEMOCRACY, THE COGNITIVE AND SOCIAL
CAPACITIES THAT ENABLE A GROUP OF PEOPLE
TO FREELY CONSTRUCT A COHESIVE NARRATIVE
OF THEIR OWN FUTURE.’

– SHAY, J. 'ACHILLES IN VIETNAM' P 181



SUMMARY

“This is fantastic, I really think we should do more of this...”

THANK YOU



+



o



•

