

TSSA Industrial Rep

Role Profile

Introduction

TSSA stands for everything that's important in a modern workplace; fairness and equality, decent pay and terms & conditions, and the highest standards of health & safety. We believe everyone has the right to a fair days' pay for a fair days' work, to be treated with dignity and respect, and to end each working day with their health intact. We are a democratic member-led organisation where our reps are the critical link between the membership, the employer, and the Union's structures. This is why we value the role of the rep so highly, and promise to give you all the support and training you need to make this an exciting and fulfilling experience. By taking on this role you're not only improving the working lives of you and your colleagues, but you're also following in the footsteps of those who came before you. It was campaigning by trade unions and their reps that delivered many things we now take for granted like paid holidays, reasonable working hours, and a safer working environment. Every year TSSA reps just like you continue with this great tradition, playing a pivotal role in ensuring that members have a powerful voice in their workplaces and a genuine say in shaping their working lives.

Our Promise to You

From the moment you become a TSSA rep you will have access to some of the best support available. Our highly trained organisers and senior reps are there to provide you with information and advice when you need it, you will have access to a comprehensive training and education programme, and we will put you in touch with other reps in your area. We will ensure you are fully equipped and confident in the role, and will work with you to ensure this is a positive and rewarding experience. If something goes wrong we will do our best to put it right. Many of our staff were once reps themselves, so we can appreciate the conflicting pressures you may face and will always be understanding and respectful to you.

Skills & Attributes

A good rep is trusted and respected by their colleagues. You are motivated by helping others, keen to seek out new experiences, and can deal with the odd setback. You are a good communicator, like to explore alternative solutions to problems, and support the basic principles of fairness and equality. You will always endeavour to do the best for your members, and will seek support and advice when you need it. You will also learn new life skills and gain confidence from participation in our education programme.

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Key Tasks

- Be an ambassador for TSSA in the workplace
- Raise the profile of TSSA
- Identify members and non-members
- Recruit new members
- Maximise member involvement
- Identify other potential reps
- Identify campaign issues and participate in campaigns
- Provide regular information to members
- Organise and hold workplace meetings
- Work collaboratively with other reps as appropriate
- Undertake collective representation on behalf of members
- Provide individual support and advice to members
- Deal with disciplines and grievances