


ACCORD





PEOPLE FORUMS


 Completely independent from LBG.


 Funded by members subscriptions, ensuring independence.


 Can represent employees in formal disputes, disciplinary and grievance matters, and negotiates binding agreements.


 Focused on improving pay, conditions and workplace rights through negotiation & consultation.

 Employees join voluntarily, elect their own representatives and decide on union priorities.

 Legal right to negotiate pay, terms and conditions for Grades A-C but removed from 1st January 2025 for Grades D+. However, Accord will continue to campaign and influence strategy and decision-making.

 Amplifies the collective voice of employees to exert pressure on the LBG.

 Accord offers members expert advice on all employment matters.

 Accord offers a wide-range of extra support including a free legal advice-line, tax advice, BUPA cashback scheme, study grants and more.


INDEPENDENCE


FUNDING & RESOURCES


CONFLICT RESOLUTION, REPRESENTATION & LEGAL RIGHTS


FOCUS



EMPLOYEE INVOLVEMENT


COLLECTIVE BARGAINING


EMPLOYEE VOICE



ADVICE & GUIDANCE



MEMBERSHIP BENEFITS


Funded & organised by LBG. 


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No formal role in conflict resolution or legal rights to representation. Cannot negotiate agreements. 

Focused on providing employee feedback to employer initiatives. 

LBG may influence representatives and set the agenda. 

Cannot engage in collective bargaining or negotiate terms with LBG – so who will? 

Provides feedback, but has no ability to organise collective action. 

Does not provide advice to employees. 

Unable to provide benefit schemes. 