

Lewisham Islamic Centre

Trade Union Recognition Policy

Version: 1.0
Policy owner: General Secretary
Date of approval: 11/12/10
Effective from: 11/12/10
Next review: 11/12/14

Revision history

Version	Date	Description of Revision
1.0	29/12/11	Policy finalised

The latest version of this policy will always be on the intranet.



In the Name of Allah, the Most Merciful, the most Compassionate

Lewisham Islamic Centre recognises that it is to the mutual benefit of Lewisham Islamic Centre and employees that representation exists via professional organisations and Trade Unions.

Lewisham Islamic Centre at present has no formal recognition agreement with a trade union and formal recognition will only be granted upon attaining the necessary majority of workers required by law. Lewisham Islamic Centre recognises the value of good and harmonious industrial relations, and acknowledges the role that trade unions can play in that.

Membership of a union is not a condition of employment.

Information – Keeping each side fully informed of all relevant matters that relate to the employee and the business performance of Lewisham Islamic Centre.

Consultation – This involves the opportunity to influence decisions and their application, and is freely entered into with the purpose of reaching agreement.

Lewisham Islamic Centre allows one representative to have time off to assist in union activity.

Implementation, monitoring and review of this policy

This policy will take effect from December 2010. The Centre Manager has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and additionally whenever there are relevant changes in legislation or to our working practices.