

# PSA LINK

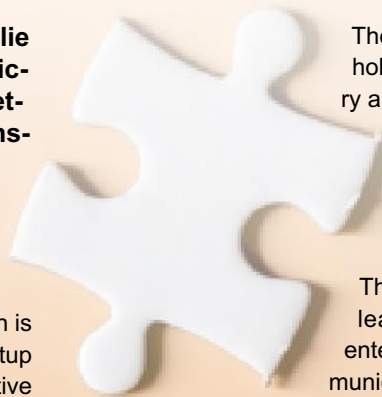
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PSA SHOP STEWARD NEWSLETTER

## Collaboration and transparency: To GROW the Union

**T**he origins and establishment of trade unions lie in the view that the insights, perspectives, voices, efforts, and actions of a collective yield better results than those of individuals. Therefore, transparency, collaborative work, collective action and consensual decision-making processes and practices are prerequisites for the sustainability of a trade union.

The first step towards attaining transparency and collaboration is recognising that the activities of every person in the union setup who is in one way or another involved in organising, collective bargaining, worker representation and service delivery at the workplace and in union offices through direct action, boardroom engagements, the justice system and administrative and managerial functions. Open, consistent, and regular communication and exchange of experiences between the various components and stakeholders in a union play crucial roles in attaining transparency and collaboration. This is impossible to achieve in an environment characterised by sectarianism, factionalism, suspicions, and rumourmongering.



Therefore, it is important that stakeholders in the union only use statutory and formal platforms and processes of the union to raise concerns, views and perspectives on the union and anything related to the affairs of the union.

This means that union members, leaders and officials should not entertain information that is not communicated through the union's statutory and formal structures, channels and platforms. On the other hand, there must be checks and balances and mechanisms in place to ensure that these formal channels and platforms of engagement and communication do not marginalise or criminalise dissenting views and that members, leaders and officials do not present their individual views and interests as collective views and interests. Communication is key in attaining collaboration, while ensuring transparency and building trust with the membership.

Source: PSA Training Unit Workbook: Handling Workplace Bullying

