

SPRING 2026

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# NEWSLETTER

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## Survey Results

Announcing the results of our member survey. What's good, what's okay and what comes next for our members.

## Employee rights

Employment Law is changing. We tell you what's happening now and what will follow in the future.

## Motions raised

We detail the motions which will be raised throughout 2026 on behalf of our members



WORKING TO SUPPORT THE FINANCE SECTOR  
[www.aegistheunion.co.uk](http://www.aegistheunion.co.uk)

**Aegis**  
the union



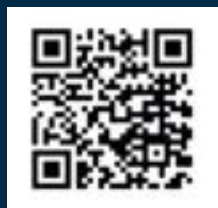
And you will both receive a £10  
One4All shopping voucher.\*

We encourage you to talk with your fellow colleagues about the benefits of becoming an Aegis member.

**Know someone who is interested?**  
Email [members@aegistheunion.co.uk](mailto:members@aegistheunion.co.uk)  
and a member of the team will be in touch.



\*Vouchers to be given to both parties in month 2 of the new member's subscription.



Working to support the Financial Sector

# A word from our new General Secretary



Taking on the role of General Secretary at the start of this year has been both an honour and a responsibility I take incredibly seriously. In just three months, one thing has been clear. **Our union matters more than ever.**

Across our workplaces, our members are navigating significant change: pay negotiations, workplace restructures, expectations around blended working, and, in some cases, the uncertainty of redundancy.

In every one of these moments, Aegis has been there - organised, visible, and determined to secure the best possible outcomes.

Alongside our collective work, we have already supported **over 150 individual members** this year so far.

That is the reality of modern trade unionism in our sector - relentless in standing up for people when they need it most.

**But we are not just reacting, we are building.**

Over the past three months, we have begun reshaping our strategy, focusing on growing our presence across the sector, ensuring the new Employment Rights Act strengthens your rights, and organising in a way that reflects how financial services operate today.

That means being smarter, more visible, and more ambitious in how we build power for our members.

We've launched new campaigns that speak directly to the challenges our members face today, while continuing to lead with purpose through our neurodiversity work - setting the standard for what inclusive workplaces should look like in financial services.

Looking ahead, our focus is clear:

- **Stronger recognition and growth across the sector**
- **Better pay, fairness and transparency in every workplace**
- **A louder voice for financial services workers in national debates**
- **Modern, member-focused organising that meets the realities of today's workforce**

This is a union with ambition, that understands its sector and is ready to lead.

Thank you to every member, rep and activist who has been part of this journey so far. We are only just getting started.

A handwritten signature in dark blue ink that reads "Brian McDauid". The signature is fluid and cursive, written over a faint, light blue circular graphic element.

**General Secretary**



# Listening to our members: What you told us

The Aegis Member Survey has generated a huge number of responses, providing one of the most comprehensive insights we have ever gathered into our members' experiences, priorities and expectations.

This feedback comes at a pivotal moment, as Aegis undertakes a union-wide strategy review aimed at strengthening our infrastructure, empowering our representatives and ensuring we continue to be a strong, effective voice for financial services workers.

The results highlight a **clear sense of confidence** in the work already being delivered across the union, while also identifying important opportunities for growth, improvement and deeper member engagement.

Most importantly, they give us a clear direction for how Aegis can evolve to better support its members now and in the future.



## 1 A Strong Membership Base

The survey shows that Aegis has a highly established membership.

Membership length:

- 61% have been members 5+ years
- 17% have been members 1–3 years
- 10% have been members 3–5 years
- 11% joined within the last year

This demonstrates strong loyalty to the union, but also shows a steady stream of newer members, reinforcing the importance of continuing to grow and modernise our approach

## 2 Overall Member Satisfaction

Members reported broadly positive views of Aegis.

Overall satisfaction with Aegis:

- 67% satisfied or very satisfied
- 27% neutral
- 6% dissatisfied



This indicates a solid foundation of trust in the union while highlighting an opportunity to convert neutral members into active advocates for Aegis.

## 3 Representation at Work

Members overwhelmingly feel the union represents their interests.

Does Aegis represent your interests?

- 76% say yes or mostly
- 16% unsure
- 8% feel not well represented



This confirms the importance of the work our local reps and officers do every day, particularly in negotiations, workplace representation and protecting members' rights.

## 4 Support and Representation Services

A key insight is that many members have not yet needed direct support.

Have members contacted Aegis for support?

- **61% have never needed support**
- **39% have contacted Aegis**

Among members who received support:

- **55% satisfied or very satisfied**
- **35% neutral**
- **9% dissatisfied**

This highlights the importance of continuing to strengthen case support, rep training and member communications about how support is delivered.

## 5 Communication with Members

Members generally feel well informed.

How well does Aegis keep members informed?

- **83% say well or very well**
- **13% neutral**
- **3% not very well**
- **<1% not at all**



Email remains the overwhelmingly preferred communication method, which supports our continued investment in direct member communications and digital updates.

## 6 Membership benefits

Members are broadly satisfied with the benefits available.

Are membership benefits sufficient?

- **87% Yes**
- **13% No**



However, open feedback suggests members would welcome:

- **Greater awareness of benefits**
- **Potential expansion of services**
- **More visibility of union successes**

## 7 Voice and Participation

A key finding relates to member involvement.

Do members feel they have a voice?

- **48% Yes**
- **34% Sometimes**
- **16% Not really**
- **2% No**

Interest in being more involved:

- **13% would like to become more involved**
- **87% prefer not to at this stage**

This is a common pattern in unions and reinforces the importance of strong representative structures, while also identifying a group of members who may become future reps, activists or campaign supporters.



# What key themes emerged from the survey?

- ✓ Members want Aegis to focus on **Pay and cost-of-living pressures**
  - ✓ Members continue to see **pay negotiations** as a key priority.
  - ✓ Members value knowing **the union is there** when they need it.
  - ✓ Members want **clearer communication** about what the union achieves.
  - ✓ Members would like more **opportunities to engage**, ask questions and understand the union's work.
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## How does this link to the Aegis Strategy Review?

Encouragingly, the survey strongly aligns with the priorities identified in our strategy review.

The results reinforce the importance of focusing on:

### Empowering Representatives

Strengthening the role of workplace reps remains central to delivering strong representation.

### Increasing Membership

The loyalty of long-standing members provides a strong foundation for future growth.

### Modernising the Union

Members want clear communication, transparency and a modern approach to engagement.

## So, what now?

The survey results will now feed directly into the next phase of the Aegis strategy review, helping shape:

- Member communications
- Rep support and training
- Campaign priorities
- Union modernisation work



Further updates will be shared with representatives and members as this work progresses.

# General Secretary Statement on the survey:

I believe a strong union begins by listening to its members.

This survey has given us one of the clearest pictures we have had in recent years of how members feel about their union, the challenges they face at work, and what they expect from Aegis in the future.

I want to thank every member who took the time to take part. Your feedback is incredibly valuable and will play an important role in shaping our next steps.

The results show that members value the work of Aegis and the support provided by our representatives and officers across the union. It is encouraging to see strong levels of trust in the union's ability to represent members' interests and keep them informed.

At the same time, the survey highlights areas where we must continue to improve. Members want clear communication, visible leadership, and confidence that their union is focused on the issues that matter most to them – particularly around pay, cost-of-living pressures and workplace protection.

These findings come at an important moment for Aegis as we undertake our largest and detailed union strategy review. We are looking carefully at how we strengthen our structures, empower our representatives and modernise the way we engage with members.

Trade unions are strongest when they are built on the collective voice of their members. This survey is part of that ongoing conversation, and I am committed to ensuring that what you have told us translates into meaningful action.

Together, we will continue to build a stronger, more visible and more effective Aegis for the future, for you, our workplaces and our wider communities.



**Brian McDaid**  
General Secretary

# TUC Women's Conference, Bournemouth

4-6 March 2026

## Deputy General Secretary's Report

*"A valuable and uplifting conference"*

It was wonderful to attend this year's TUC Women's Conference in Bournemouth. The conference was very well attended, and it was lovely to reconnect with familiar faces from my Leading Change Course.

I travelled with one of our Aegis Reps from the Yorkshire Branch, Carol Fernie.

We arrived the evening before the conference began and were fortunate to enjoy some beautiful weather - a rare sunny moment that we took full advantage of with a long walk along the beach.



## Themes and motions

Across the three days, we heard a wide range of motions presented mainly by public sector unions, with contributions from private sector unions too. Many of these highlighted the ongoing challenges women face both inside and outside the workplace.

It was disheartening to hear that some issues persist despite years of campaigning. Unions representing self-employed workers spoke about continued struggles for fair wages and basic benefits. Bias in certain industries remains, with more roles still going to male equivalents over women.

We also heard personal testimonies that were powerful, emotional, and a stark reminder of why our collective voice matters. These stories reinforce the importance of supporting not only women in our own workplaces but fellow unions across the movement.

## AI and the future of women's work

A topic that particularly struck me was the number of motions focusing on the impact of Artificial Intelligence - not only in the workplace but also across social media.

Unions stressed the importance of having robust AI policies in place to ensure employee protection.

There is also a clear need for meaningful upskilling to support workers currently in low-entry roles, many of whom are women balancing part-time work with caring and family responsibilities.

These roles, traditionally a gateway into financial services, are among those most at risk of replacement by AI.

Aegis is actively working on an AI campaign, and we look forward to sharing more about this over the coming months.

## Looking forward to 2027:

Although we attended as visitors this year - and therefore did not submit a motion - we are already preparing for the 2027 conference. Our aim is to submit motions that reflect the real experiences of women working across our sectors.

To support this, we are beginning work to establish a Women's Committee across all Aegis branches. This will give members a space to discuss emerging issues, share concerns from workplaces, and help shape the priorities we take forward with our recognised employers.

If you would be interested in joining this committee, we would be delighted to hear from you.

## A message of support

*I always leave the TUC Women's Conference feeling uplifted and motivated by what we can achieve together.*

*As a movement, we continue to push for meaningful improvements in the lives of women, at work and beyond.*

*Please remember: Aegis is here for you. If you're ever unsure where to turn or need confidential support, we are only a message away.*

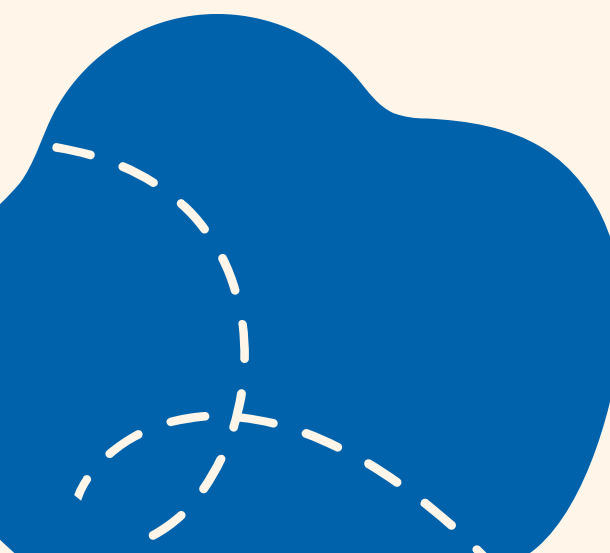
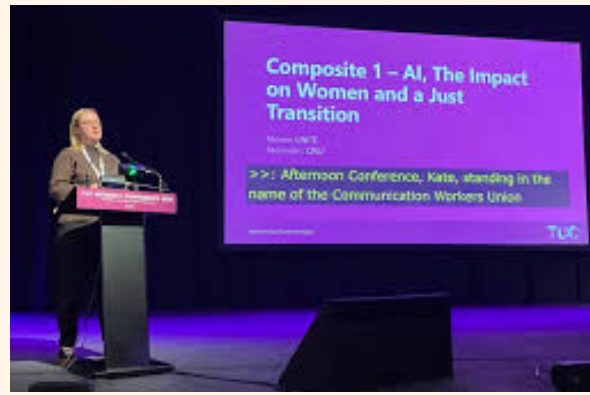
*If you would like to speak to a Rep or express interest in joining the new Women's Committee, please contact:*

**[members@aegistheunion.co.uk](mailto:members@aegistheunion.co.uk)**

*We would love to hear from you.*



**Ania Lomax**  
**Deputy General Secretary**  
**Aegis the Union**



# Reflections of a Rep: Carol Fernie, YBS

I wanted to share my reflections from the TUC Women's Conference in Bournemouth and say a big thank you to Ania for guiding us through the London Underground like it was nothing. I honestly would've been wandering around in circles without you!

It really was a privilege to be there. A lot of motions were passed, but a couple really stuck with me.

There was a motion on Ending Digital Violence Against Women and Girls, which was a real eye-opener. I'll be honest, I'm not very techy, I can just about use my mobile and I don't keep up with the news much, so I had no idea how far things had gone with AI.

Hearing about deepfake sexual images being created and used to target women and young girls was terrifying. I couldn't believe that someone would even think to design something like that, let alone use it to cause harm. It made me realise how important it is for us, as a union, to raise awareness about this and make sure people understand that this is a form of harassment. I think Aegis could really help by pushing for more education and better workplace policies, so members know what to look out for and how to report it.

Employers need to include deepfake into their in-house eLearning to educate colleagues and update their Anti-Bullying and Harassment Policy to specifically mention creating and or distributing deepfake images.

Another motion was around the impact that AI is going to have on women's roles in the workplace and that women are more likely to be impacted due to being in entry level roles working part time when these are the types of roles AI is going to be replacing.

Aegis is putting together a campaign for AI and this will form part of the campaign, as well as recognising the impact removing entry level roles will have on school leavers, graduates and social economic impacts.

There is a lot for Aegis to be speaking to our recognised employers about in this space.



The motion on Kinship Care also hit me deeply and personally, listening to people share their own stories, whether they were cared for by relatives or had become kinship carers themselves, was incredibly moving.

So many families are stepping up in difficult situations, but they're not getting the support they need from employers or the government. Some even had to leave work or struggled financially just to keep children within the family. Bringing this back to Aegis feels important because it shows how much more needs to be done to support kinship carers at work, whether that's through flexible working, paid leave, or simply better understanding of what they're dealing with. Maybe if more support was available 40 years ago my situation could have been very different.

It was good to be able to network with other Union Reps and Officials at the conference as well, and hear all about the concerns and issues their members are raising in terms of women's issues within the workplace.

It wasn't all work while we were in Bournemouth either. We had some lovely downtime; the beach was literally a stone's throw from where we were staying. And the weather, what can I say, we were unbelievably lucky! Blue skies and sunshine the whole time. We made the most of it with a walk after our early breakfasts and then long walks again in the evenings. It really is such a beautiful place and having that time to unwind made the whole experience even better.

Overall, the conference made me realise how many issues affect people quietly, behind the scenes, and how much unions can do to make sure those voices are heard. I think these insights can help push for change and better support for our members.

*Thanks again for the opportunity Carol*

# Diversity & Inclusion Working Group update

The Aegis Diversity & Inclusion (D&I) Working Group recently held a cross-branch meeting, bringing together representatives and activists from across recognised employers. The group continues to focus on ensuring equality, inclusion and fairness are embedded across all areas of the union's work.

## Neurodiversity Campaign

A key area of focus remains the ongoing development of Aegis' Neurodiversity Campaign.

Member feedback highlights that, while awareness has improved, many neurodivergent colleagues – and those supporting neurodivergent family members – continue to face challenges.

These include long diagnosis waiting times, inconsistent workplace support, and limited understanding of effective adjustments.

This remains a priority area for continued campaigning and engagement with employers.

## Aegis Parents Forum

Following feedback from members, work is underway to establish an Aegis Parents Forum for those supporting neurodivergent children or family members.

The forum will provide a space for members to share experiences, access peer support, and help inform Aegis' ongoing work in this area. It will be open to all members, enabling support beyond individual workplaces.

## Next Steps

The D&I Working Group will continue to develop this work, alongside wider activity focused on improving workplace understanding, strengthening support, and ensuring members' experiences shape future campaigns.

**Brian McDaid**  
General Secretary



Members interested in getting involved can contact: [members@aegistheunion.co.uk](mailto:members@aegistheunion.co.uk)

# Employment Law is changing: Here's what you need to know



The UK employment law landscape is undergoing one of the most significant transformations in decades. With the introduction of the Employment Rights Act 2025, the government has set out a major programme of reform designed to improve job security, strengthen worker protections, and reshape the employer–employee relationship.

However, while the headlines are bold, the reality is more nuanced. Most of these changes are not yet in force. Instead, we are entering a phased implementation period, with the majority of reforms expected to take effect between 2026 and 2027.

## A New Era for Employment Rights

The Employment Rights Act 2025 introduces wide-ranging reforms across several key areas, including:

- **Unfair dismissal**
- **Zero-hours and low-hours contracts**
- **Flexible working**
- **Workplace protections and harassment**
- **Family-friendly rights**

The aim is to create a fairer, more predictable working environment for employees, while placing greater responsibility on employers.

Many of these measures remain subject to consultation and staged rollout, meaning the finer details and exact timings are still evolving.

## Unfair Dismissal: A Major Shift

One of the most significant proposed changes is the reform of unfair dismissal rights.

Currently, employees need two years' service to bring a claim. Under the new legislation, this is expected to reduce to six months.

This change is not anticipated to take effect until 2027, alongside potential reforms to compensation limits.

This will give employees access to protections much earlier in their employment and increase risk exposure for employers.

## Zero-Hours Contracts

Zero-hours contracts are not being banned. Instead, the government is focusing on limiting one-sided flexibility.

Expected changes include:

- **A right to guaranteed hours based on regular working patterns**
- **Advance notice of shifts**
- **Compensation for last-minute cancellations**

These rights are not yet in force and are expected to be introduced in 2027.

Some smaller changes have already been introduced in 2026, such as tighter restrictions on exclusivity clauses.

## “Fire and Rehire”: Increased Scrutiny

The Act also introduces stronger protections against “fire and rehire” practices, where employees are dismissed and re-engaged on less favourable terms.

These measures are not yet fully in force and are expected to be implemented alongside wider reforms over the coming years.

## Flexible Working

The legislation strengthens rights around:

- Flexible working
- Protection from harassment
- Family-related leave

While these reforms have been confirmed in principle, they are still being finalised and rolled out gradually.

## What This Means for Employees

Although the legislation is now law, 2026 is largely a preparation year.

The most significant legal obligations are not expected to come into force until 2027.

Employers should use this time to:

- Review employment contracts and policies
- Assess dismissal processes and risk
- Prepare for changes to workforce planning
- Monitor updates and confirmed timelines

## Final Thoughts

The Employment Rights Act 2025 represents a major shift in the UK employment landscape.

However, this is a gradual transition rather than an immediate change. Most of the reforms are still to come, with implementation expected over the next two years.

For now, the focus should be on preparation, ensuring that both employers and employees are ready for what lies ahead.



# Hearts Union Week



Heart Unions Week was a great success, bringing members together through a mix of online sessions, in-person activity and membership incentives

## Member Sessions

Online sessions throughout the week gave members the chance to hear updates, ask questions and join open discussions. Sessions chaired by General Secretary Brian McDaid helped ensure strong engagement and accessibility.

## Union Stalls

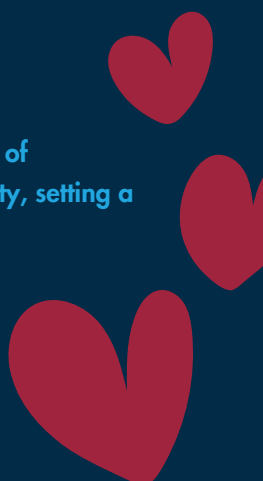
Union stalls across head office locations provided valuable face-to-face time with representatives, giving members the opportunity to ask questions and learn more about union activity and support.

## Membership Growth

Enhanced incentives encouraged new joiners and referrals, with rewards for both and entry into a prize draw. The initiative helped drive strong interest and engagement across the week.

## Looking ahead

Heart Unions Week highlighted the value of connection, communication and community, setting a positive tone for the months ahead.



# Together Alliance

On Saturday, 28 March, union representatives and members attended the Together Alliance march against the far right.

We stood shoulder to shoulder with fellow unions to make our voice heard.



## Sexual Harassment Training Session

Aegis the Union were recently invited to participate in a training session organised by the GFTU and presented by Morrish Solicitors.

Preventing Sexual Harassment in the Workplace is a subject we believe is vital to creating a safe, inclusive and comfortable work environment where all colleagues can thrive.

I attended the session with two branch reps, Liam Waldie and Anne Rae, along with reps from a host of other trade unions from across the UK.

The session was packed with useful information highlighting how much work still needs to be done to address sexual harassment in the workplace and I'm confident we're better prepared to support our members as a result of having attended the session.

Sexual harassment has no place, in any space, and education on the subject is key to driving positive change across all workplaces and in wider society.

**Ricky Marham**  
Assistant General Secretary, Aegon Branch



I found the sexual harassment case provided to be really interesting and informative. I was pleased to learn that sexual harassment is defined by the effect of the behaviour on the recipient, not the intent showing that ignorance is not a defence for unacceptable behaviour. This training has strengthened my understanding of the importance of being aware, respectful, and accountable in all interactions.

Liam

The session was good and helped me understand how complex this can be. For example, when does banter cross the line and become harassment. It's important to remember that our members may be victims of sexual harassment or alleged perpetrators so we need to ensure that there is no bias when support is required. The training has provided me with the correct skills and understanding to support our members, should anyone require help in the future.

Anne

If you believe you have been the victim of sexual harassment at work or otherwise, and would like advice or even just a chat, please be assured that Aegis is a safe space.

Contact us: [members@aegistheunion.co.uk](mailto:members@aegistheunion.co.uk), or reach out to a local rep, details provided at [www.aegistheunion.co.uk](http://www.aegistheunion.co.uk)

## **Motion: Artificial Intelligence, Financial Services and Fair Work**

Congress notes that financial services are a vital part of the UK economy, providing skilled employment across banking, insurance, pensions and asset management, with significant workforces based across the UK.

Congress further notes that artificial intelligence and automated decision-making systems are increasingly used across the sector, including in recruitment, performance management, customer interaction, compliance and risk assessment.

Congress recognises that while AI technologies are often presented as neutral tools to improve efficiency, their deployment is already reshaping workplace culture, power and job security.

Congress is concerned that AI systems are frequently introduced without meaningful consultation with trade unions, limited transparency for workers, and insufficient safeguards to prevent bias, excessive monitoring or unfair outcomes.

Congress believes that algorithmic management, surveillance technologies and automated performance systems risk undermining dignity at work, eroding trust and weakening collective voice. These risks are particularly acute for disabled and neurodivergent workers, women, minority ethnic workers and those in customer-facing and administrative roles, who are more likely to be subject to data-driven monitoring and automated assessment.

Congress further believes that the UK's commitment to Fair Work and equality must fully apply to the adoption of AI and new technologies. Innovation must not be used to justify deskilling, work intensification or the transfer of managerial power into opaque systems that workers cannot understand or challenge.

Congress affirms that trade unions have a central role in shaping how AI is used in workplaces, ensuring that decisions affecting pay, performance, progression and job security remain subject to human judgement and collective bargaining.

Congress therefore resolves that TUC/STUC and its affiliated unions will:

- Campaign for AI and automated decision-making in financial services to be subject to meaningful union consultation and collective bargaining.
- Defend workers' rights to transparency, explanation and challenge where AI systems influence workplace decisions.
- Oppose the use of AI for intrusive surveillance, excessive monitoring or unfair performance management.
- Promote Fair Work, equality and inclusion in all technological change.
- Support union-led frameworks and training to equip reps to negotiate AI deployment.

### **Technology must serve Fair Work — not undermine it**

So far, both motions have been delivered at the North East, Yorkshire & Humber TUC Conference in March.

## **Motion: Unity, Not Division – Confronting the Impact of the Far Right on Workers**

Congress notes with deep concern the growth and activity of farright groups across Scotland and the UK, and the increasing normalisation of racism, misogyny, homophobia, transphobia and hate directed towards migrants, refugees, people of colour, disabled people and trade unionists.

Congress recognises that farright activity ultimately targets working people, weakens collective organisation and seeks to divide workers against one another.

Congress believes the far right exploits economic insecurity, low pay, insecure work, cuts to public services and housing shortages to scapegoat migrants and minorities, while deliberately ignoring the real causes of inequality: employer exploitation, austerity, deregulation and attacks on workers' rights. This division undermines solidarity in workplaces, fuels harassment and violence, and creates unsafe environments for workers, particularly those already facing discrimination.

Congress further notes that farright narratives are often used to oppose trade unionism, collective bargaining and equality legislation, and are increasingly present online and in local communities, spilling into workplaces and public spaces. These ideologies endanger democratic values and threaten the fundamental trade union principle that an injury to one is an injury to all. Congress affirms that the trade union movement has a proud history of challenging fascism and standing for justice, equality and internationalism. We recognise that confronting the far right requires collective action rooted in education, organising and solidarity.

Congress therefore resolves that TUC/STUC and its affiliated unions will:

Actively support and promote the Aegis campaign, Unity, Not Division, as a positive, workerled response to farright ideology.

Equip workplace reps and activists with resources and training to challenge misinformation, racism and hate wherever it appears.

Promote inclusive organising that brings workers together across race, nationality, gender, disability and sexuality.

Build alliances with community organisations to address the material conditions exploited by the far right.

Reassert trade union values of unity, solidarity and collective power in defence of all workers.

**Congress declares: Unity, not division, is our strength.**

# Meet the Rep: Mehvish Parvez

*Business Project Implementation Lead, Yorkshire Building Society*



## **Q1. What first inspired you to become an Aegis Union rep?**

I've always been motivated by a desire to support others, particularly in situations where individuals might feel uncertain or alone.

I know how much it can mean to have someone there to listen and advocate for you, and I didn't want anyone to feel like they had to face things on their own.

That's what inspired me to step into the role.

## **Q2. Was there a particular moment or experience at work that pushed you to step into the role?**

There wasn't one single moment, but over time I became more aware of how important early support is in preventing issues from escalating.

I'd seen situations where a bit of guidance or reassurance earlier on could've made a real difference, and that's what encouraged me to step forward as a rep.

## **Q3. What does being a voice for your colleagues mean to you personally?**

To me, being a voice for colleagues means making sure people feel heard, respected, and supported.

It's about building trust and helping people feel confident that they're not alone, whatever the situation may be.

## **Q4. What keeps you motivated to continue as a rep, especially when dealing with challenging situations?**

What keeps me motivated is knowing I can make a positive difference to someone's experience at work.

Even in more challenging situations, being able to offer support, clarity, and reassurance makes it worthwhile.

If I can help someone feel understood or more confident about their situation, then I know I've made a difference.

## **Q5. How has becoming a rep changed your perspective on the workplace and supporting others?**

Becoming a rep has given me a wider perspective on the workplace and how important clear communication and early support really are.

More recently, I've also joined the Aegis National Council, which has broadened my understanding further and allows me to contribute to supporting colleagues on a wider scale.

It's shown me the value of addressing concerns before they escalate and working towards fair, practical outcomes.

**More than anything, it's reinforced how important it is to approach situations with empathy and understanding.**



## Free Will Writing service worth £250\*

+ other discounted legal services for members in England

\*This is for a basic, single Will

For more information

[www.morrishsolitors.com/](http://www.morrishsolitors.com/)



## Free Will Writing service worth £250\*

+ other discounted legal services for members in Scotland

\*This is for a basic, single Will

[www.thompsons-scotland.co.uk](http://www.thompsons-scotland.co.uk)



## Aegis Travel Club

The Aegis Travel Club gives you extra discounts on ALL the specialist tours and worldwide travel offered by Benchmark Travel.

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E: [enquiries@benchmarktravel.co.uk](mailto:enquiries@benchmarktravel.co.uk)

## Hotpoint

Great savings for Aegis members – with up to Extra 20% off!

### Hotpoint Privilege Purchase Club >

- All appliances on the privilege purchase club have already been discounted by up to 30%
- Full range of large domestic appliances available
- New range of kettles, toasters, juicers included
- Free nationwide delivery on all items
- Removal and disposal service for your old appliance for £15 VAT incl. (you will be given the option if you wish to add this service to your order)
- Installation fee for Washing machines, washer-dryers, and dishwashers is £25 VAT incl.
- All large appliances are protected by 1 year parts and labour
- All small appliances with come with 1 year standard protection and 1 year extended protection, upon registration

[www.hotpoint.co.uk](http://www.hotpoint.co.uk) >

## Leadership Coaching for Union members and representatives

Helping to strengthen your leadership capability, navigate complex organisational environments, and plan your future impact within your organisation or the union movement.

Aegis members receive a preferential per-session rate and a reduced price for the six-session coaching package.



[kevin.hall@halltechnologies.co.uk](mailto:kevin.hall@halltechnologies.co.uk)





**Thanks for reading!**

For all member enquiries, please email  
**[members@aegistheunion.co.uk](mailto:members@aegistheunion.co.uk)**

