

AUTUMN 2024

# NEWSLETTER

## A busy start to the new role

Ania Lomax takes us through the first four months as Deputy General Secretary.

## The new D&I Survey

The results are in, but what have we learnt and what are the next steps?

## The grievance process

What is our role and how do we support our members?



WORKING TO SUPPORT THE FINANCE SECTOR

[www.aegistheunion.co.uk](http://www.aegistheunion.co.uk)

**Aegis**  
the union

# Contents

---

<b>An introduction from our General Secretary, Brian Linn</b>	Page 3
<b>Ania Lomax: A busy start to the role</b>	Pages 4
<b>Profile on Assistant General Secretary (Aegon), Ricky Markham</b>	Pages 5
<b>Aegis reps: New starters and events</b>	Pages 6 & 7
<b>D&amp;I Survey results</b>	Pages 8 & 9
<b>Our role in the grievance process</b>	Page 10 & 11
<b>TUC Congress 2024: Our motions and vision for change</b>	Page 12 & 13
<b>Aegis rep, Liam Waldie visits the TUC LGBT+ Workers Conference</b>	Page 14
<b>Events</b>	Page 15
<b>Project VOS Nutritional Therapy</b>	Page 16 & 17
<b>Member offers</b>	Page 18 & 19
<b>Financial training opportunities</b>	Page 20

# Welcome to our second Aegis newsletter!



**It's incredible to reflect on the changes that have taken place since our first newsletter in the spring.**

Since then, the UK has seen a change of government, and in the US, we now have the first black female presidential candidate. For those of us who are dedicated to campaigning for equality and diversity in all areas of society, these are truly exciting times.

Before the election, the Labour Party had promised the TUC that they would repeal the 2023 anti-union legislation within their first 100 days in office. I have since received a letter from the Secretary of State for Business and Trade outlining their commitment to do this as part of their 'Plan to Make Work Pay'.

As a TUC General Council member, I had the opportunity to meet with the new government at the House of Commons earlier this month. This meeting was a fantastic chance to highlight the challenges faced by our members in the finance sector and seek the government's support in addressing these issues.

In this newsletter, you'll find an overview of the events we've been involved in over the last few months and how they benefit Aegis and its members. We'll also give you more insight into some of our full-time officers.

In June and July, we successfully trained 17 new Aegis representatives during a three-day online course and a further five are due to complete the course this month. This training covered stages 1 and 2, and these new reps are now fully equipped to represent their members across the UK.

This is fantastic news for all of us. We are fortunate and proud to have so many members step up to represent their colleagues. We are committed to ensuring that their training and development with Aegis remains ongoing and of the highest standard.

As we write this newsletter, several of us are attending the TUC Congress 2024 in Brighton. Later in this newsletter, I'll share more details about the two new motions we raise at the conference.

I hope you all managed to take some time to relax and enjoy a holiday this summer, even if the weather has been a little unpredictable!

Best wishes

*Brian Linn*

General Secretary



# A busy start to the role: Supporting, promoting, and expanding Aegis



**The past four months have been both busy and rewarding in my role as Deputy General Secretary (DGS). I've had the privilege of supporting our two new Assistant General Secretaries (AGS), Steve and Ricky, as they settle into their roles, ensuring a smooth transition and effective collaboration.**

One of my key responsibilities has been representing our members at formal meetings and handling membership queries via email within the General Branch of Aegis. This branch serves members working in financial service organisations where Aegis does not have formal recognition, yet we continue to offer support and services.

Promoting Aegis remains a priority, and I have represented our union at various events, including the LGBT+ Conference in London, the Alliance for Finance Executive Meetings, and webinars. Increasing our visibility with key groups such as the General Federation of Trade Unions (GFTU) and the Yorkshire & Humberside TUC is crucial, as is strengthening our ties with other Financial Service Unions via the Alliance for Finance.

I have also been actively supporting promotional activities across the YBS branch, attending strategy days and recruiting new representatives. Alongside our General Secretary, Brian Linn, I've been involved in Aegis administration and strategic planning as we look to expand our impact over the next two years.

Looking ahead, I'm preparing to start a year-long TUC course on Leading Change, which I'll be sharing insights on throughout 2025. I'm also excited to deliver my first motion at the TUC Conference in Brighton this September. Additionally, I've updated internal Aegis policies and am focused on building relationships and exploring new webinars for our affiliates.

Overall, it's been a busy but great 4 months so far in the role of DGS. I am learning so much, and loving the variety of work that the role brings. Meeting so many new people and promoting Aegis is what I love the most.

*Ania Lomax*

Deputy General Secretary

# Profile on Ricky Markham



**Aegis Position:** Assistant General Secretary, Aegon Branch  
**Location:** Edinburgh

## Why did you first become a rep?

My mum and dad are both staunch trade unionists and have been their entire lives. As a child I was taken on marches and to the picket lines (whenever they fell over the holidays) and was immersed in the values of standing together in solidarity for the common good of all workers.

## When did you first become a rep?

I joined as an Aegis member on the day I started with Aegon back in 2012. I started off as an entry level CSR in CRT and a year later I was nominated by my colleagues to become a workplace rep for Aegis which was the start of my union career. I attended my first STUC conference that year, at Ayr Racecourse, where my eyes were opened to the inner workings of the trade union movement.

## What qualities do you think make a good rep?

Empathy, honesty and the ability listen to without judgement.

## How did you progress to Assistant General Secretary?

The Aegis rules helped to guide my path to becoming AGS. I was nominated as a rep, attended all Divisional Committee meetings, was elected to the Central Council and then years later, to the National Council. I took case work whenever I possibly could and made myself available to the Aegis office to be as productive and useful as possible in my capacity as a rep. With more than ten years of experience under my belt, I decided that putting my name in the hat for the role was the right fit, and time, for me.

## How important do you think it is to have a union in the workplace?

Without a union in the workplace, I can say with certainty that all and any hard-won workers right and benefits would be quickly eroded by both employers and the government, both of which are held to account by trade union organisations on behalf of their members. I attended meetings at the Scottish Parliament, which are facilitated by the STUC who invite MSPs to take questions and causes forward on to the parliament floor. Every member plays a hand in ensuring the government will listen to their concerns.

## What is your proudest moment at Aegis?

In my new role as AGS I have raised motions regarding the impact of AI at the STUC conference and the TUC LGBT+ Workers Conference. To say I was nervous would be an understatement, however I am proud to have played my part.

# Welcoming our new reps

**We have recently welcomed 17 new reps across all division of Aegis. This is a fantastic number and we warmly welcome you all on board!**

All reps have now undergone training and are starting to get a feel for their roles.

Shout out to Tara Catt from our Aegon branch who has been a rep for some years. Straight after completing the refresher training, she picked up a disciplinary appeal and won!

Also, well done to Liam, again at our Aegon branch, who jumped in with both feet as a brand new rep and is already supporting a couple of members.

**Great to see our reps and members benefitting from these courses so quickly!**

Neil May	Aegon (Refresher)
Tara Catt	Aegon (Refresher)
Tomasz Stoinski	Aegon (Refresher)
Anne Rae	Aegon (Stage 2)
Liam Waldie	Aegon
Shahid Yaseen	Aegon
Shona Wilkie	YBS
Stephen Fairhurst	YBS
Samantha Levett	YBS
Sam Parr	YBS
Nick Tidey	YBS
Georgia Hepworth	YBS (Stage 2)
Naberay McGuffie	YBS
Harvey Thomas	YBS (Stage 2)
Zoe Sharp	SBS
Sarah Thompson	SBS
Rory Moore	Computershare
James Robinson	SBS

## Training opportunities for reps:

All of our reps can access training via the GFTU (General Federation of Trade Unions). Below is the link to all the courses for the next 12 months:

[Click here](#)

**Alliance for Finance training sessions:**

**Neurodiversity in the Workplace**

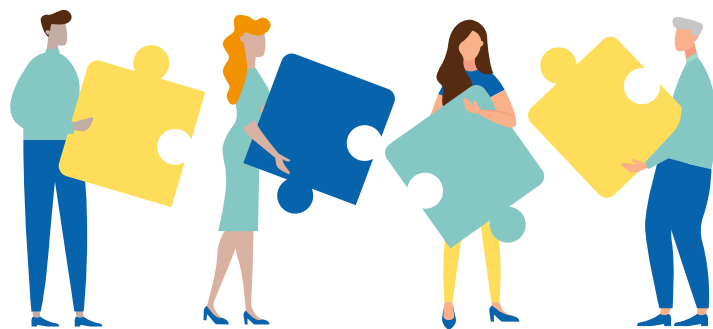
Wednesday 25 September 2024

12 pm – 2 pm

[Click here for more information](#)

**Legal Update from Morrish**

6 November 2024 12 – 1.30 pm



# Interested in becoming an Aegis rep?

Becoming a union rep allows you to make positive changes within your organisation

If you're a good communicator who feels strongly about issues in the workplace and want to make changes for the better, it's likely you would make a good union rep.

All our reps get excellent training and support from a friendly network of fellow representatives, each committed to making a difference.

If you're interested in finding out more, please click here to find out more or email [members@aegistheunion.co.uk](mailto:members@aegistheunion.co.uk)

**Find out more at** [aegistheunion.co.uk](http://aegistheunion.co.uk)



Find out more

# Promoting diversity and inclusion

As part of our ongoing commitment to promoting diversity and inclusion (D&I) within our union and the workplaces we represent, the Aegis D&I working group created a short survey for all members and employees.

## The purpose of this survey was to:

- Gain a better insight into our membership demographics
- Find out more about members' current experiences of D&I in the workplace and within our union
- Understand the effectiveness of current union and employer D&I initiatives and campaigns
- Seek areas of potential improvement
- Get members' recommendations on improving D&I within the workplace and Aegis

The survey gave us a good insight into our member demographic and your experiences within the workplace...

## But what do we do with this information now?



**Diversity & Inclusion**





# iversity FOR ALL



## Promoting and supporting neurodiversity

To promote and support neurodiversity in the workplace, Aegis the Union can introduce several initiatives:

### Neurodiversity awareness training:

Educate employees and management about neurodiversity, its benefits, and the challenges faced by neurodivergent individuals.

### Internal campaigns:

Run internal campaigns to raise awareness about neurodiversity and the importance of inclusion.

### Leadership Training:

Train leaders on the importance of neurodiversity and how to foster an inclusive environment.

### Inclusive hiring practices:

Implement hiring practices that recognise and accommodate neurodiverse candidates, such as offering different types of interviews or assessments and ensuring job descriptions are clear and precise.

### Workplace adjustments and accommodations:

Create quiet zones or sensory-friendly spaces to help neurodiverse employees manage sensory overload.



## What are the next steps?

- 1 To share and review survey results with members within each branch of Aegis.
- 2 To share and review survey results with all recognised employers.
- 3 To create a follow-up survey to all members in six months

If you would like to speak to one of the reps in our D&I Working Group you can get in touch with them here:

**Amer Alam, SBS** Amer.Alam@skipton.co.uk

**Daniel Bloomer, SBS** Daniel.Bloomer@skipton.co.uk

**Hannah Wood, YBS** hwood@ybs.co.uk

**Jane England, Aegon** jane.england@aegon.co.uk

**Lis Waddington, YBS** lwaddington@ybs.co.uk

**Shahid Yaseen, Aegon** shahid.yaseen@aegon.co.uk

**Shazeb Ashraf, Computershare**

shazeb.ashraf@computershare.co.uk

**Tara Catt, Aegon** tara.catt@aegonservicing.co.uk

# Supporting our members to the grievance process

“Together, we stand stronger. Together, we are stronger.”

**At Aegis the Union, our dedication to our members is at the heart of everything we do.**

One of the crucial ways we support our members is through the grievance process, ensuring fair treatment, resolution of issues, and a supportive environment for all. Whether addressing concerns individually or collectively, we stand by our members every step of the way. Here’s a closer look at how we facilitate and support the grievance process.

## Understanding the grievance process

The grievance process is a formal procedure that allows employees to raise concerns about their work environment, relationships with colleagues, or decisions made by their employer. This process is vital in maintaining a fair and just workplace, providing a structured way to address and resolve issues.

## Individual support: Personalised assistance every step of the way

- **Initial consultation:** When a member first raises a grievance, we provide a confidential consultation to understand the issue at hand. This involves listening to the member’s concerns, clarifying the facts, and advising on the appropriate steps to take.
- **Advice and guidance:** Our experienced representatives offer advice, helping members understand their rights and the grievance procedure. This includes outlining the possible outcomes and setting realistic expectations. We will then advise if the issue raised by our member can be resolved informally, or if necessary, formally through the employer’s grievance process.
- **Preparation of documentation:** We assist members in preparing all necessary documentation, ensuring that their grievance is clearly articulated and supported by relevant evidence. This preparation is crucial for presenting a strong case.
- **Representation:** During grievance meetings or hearings, our representatives accompany members, providing moral support and expert representation. We advocate on their behalf, ensuring their voice is heard and their concerns are taken seriously.
- **Follow-up:** After the grievance process concludes, we continue to support our members by following up on the outcome. If the resolution is unsatisfactory, we explore further options, including appeals or external mediation.

## Collective support: Strength in unity

- **Identifying collective issues:** Sometimes, grievances affect multiple employees. In such cases, we identify the collective nature of the issue and organise group meetings to discuss the common concerns.
- **Group representation:** We facilitate the formation of a collective grievance, ensuring that the group’s concerns are presented cohesively and powerfully. Our representatives coordinate with the group to gather evidence and prepare a unified case.
- **Negotiation with employers:** On behalf of the collective group, we negotiate with employers to seek a fair resolution. This involves strategic discussions, highlighting the collective strength of our members.
- **Mediation and arbitration:** If necessary, we arrange for mediation or arbitration to resolve collective grievances. Regardless of the nature of each case, our goal is to achieve a fair and amicable solution that benefits all affected members.

# rs: Our commitment

gether, we achieve fairness.”

## How the grievance process works

- **Resolving informally:** As a union we would look at each individual situation a member raises with us to see if the issue/concern could be resolved informally to prevent the individual having to go through the formal process. The Aegis rep will support a member through this by taking part in an informal mediation process or liaising with all parties involved, to resolve amicably considering the formal route of the process.
- **Raising a grievance:** The process begins when a member formally raises a grievance with their employer. This is typically done in writing, outlining the nature of the complaint and the desired outcome.
- **Acknowledgment and investigation:** The employer acknowledges receipt of the grievance and conducts a formal investigation. This may involve interviewing witnesses, reviewing documents, and gathering facts.
- **Grievance meeting:** A grievance meeting is scheduled where the member (and their Aegis representative) presents their case. The employer provides an opportunity to discuss the grievance in detail and seek clarification.
- **Decision and outcome:** After the meeting, the employer decides and communicates the outcome in writing (a formal meeting can be held too) This includes any actions to be taken to resolve the grievance.

- **Appeal process:** If the member is not satisfied with the outcome, they have the right to appeal. The appeal process involves a review of the original decision by a higher authority within the organisation.

At Aegis the Union, we understand that the grievance process can be daunting and emotionally challenging. That's why we are committed to providing unwavering support, ensuring that our members feel empowered, respected, and heard.

Our comprehensive approach to individual and collective grievances is part of our commitment to ensuring a fair and just workplace for all.

**For more information or to seek assistance with a grievance, please contact one of your local reps.**





# TUC Congress 2024: Our motions and vision for change

The TUC Congress, held annually from the second weekend in September, is a key event where trade unions come together to shape policy and set the agenda for the coming year. This year's conference took place in Brighton and we had an Aegis team there in full attendance.

Each year, Aegis the Union puts forward two motions, contributing to the TUC's policy framework.

Over the years, our motions have successfully addressed critical issues, from pension reforms to the impact of AI on the finance sector.

Last year's motion on AI led to the TUC drafting a Bill aimed at regulating AI with a strong emphasis on Equality, Diversity, and Inclusion. We continue to advocate for the new government to adopt this Bill.

This year, we are confident our proposed motions will once again be embraced by Congress. Opposite are the motions we have submitted.

## **Motion P16: Union recognition agreement promise**

As Britain transitions to a clean energy superpower, Labour has pledged to create high-quality jobs in partnership with businesses and trade unions, rebuild domestic supply chains, and invest in future technologies.

Through the National Wealth Fund, Labour plans to invest in ports, hydrogen, and industrial clusters nationwide while securing the future of the automotive and steel industries.

Labour's commitment includes a British Jobs Bonus, offering up to £500 million annually from 2026 to incentivise clean energy developers who provide quality jobs and strengthen UK supply chains.

Aegis the Union is calling on the TUC to secure a firm commitment from Labour that any company receiving such government funding must have a union recognition agreement supporting collective bargaining with an independent TUC-affiliated trade union. This ensures taxpayer money is invested in companies that prioritise good jobs and fair terms.



## **Motion P47: Promoting opportunities for young people with neurodiversity challenges**

Young people with neurodiversity challenges, such as autism, ADHD, and dyslexia, face significant obstacles when seeking work experience and employment, limiting their path to a fulfilling and independent life. To address these barriers, we must foster an inclusive work environment that values the unique strengths of neurodiverse individuals.

We urge the TUC to promote the creation of tailored opportunities for young people with neurodiversity challenges through the following actions:

**Awareness and Training:** Encouraging employers to implement training for managers and employees to enhance understanding of neurodiversity.

**Work Experience Programs:** Advocating for work experience and internships specifically designed for neurodiverse young people, providing practical skills and development.

**Mentorship and Support:** Promoting mentorship schemes where neurodiverse individuals can receive guidance and support from experienced colleagues.

**Inclusive Recruitment Practices:** Encouraging inclusive recruitment that acknowledges the unique challenges faced by neurodiverse candidates, ensuring equal opportunities.

By implementing these measures, we aim to support neurodiverse young people in gaining valuable work experience, enhancing their future employment prospects, and leading fulfilling adult lives.

**If you have any questions or wish to discuss these motions further, please don't hesitate to reach out to one of your local reps.**

# TUC LGBT+ WORKERS CONFERENCE 2024

#TUCLGBT



## Aegon rep Liam Waldie talks about his experience at the TUC LGBT+ Conference.

**On the 27th and 28th of June, I had the privilege of attending the national Trade Union Congress' annual LGBT+ conference in London, alongside the General Secretary, Assistant General Secretaries, and several colleagues from across the Aegis Brands.**

As a first-time conference attendee, I was eager to explore LGBT+ experiences 'beyond my own in Edinburgh' and gain insights into how trade unions operate in our society.

The conference began with a series of motions that emphasised solidarity with the international LGBT+ community, followed by a discussion on combating the far right. On the second day, the conference shifted focus to domestic issues within the LGBT+ community; primarily covering health and education.

Throughout both days, I was struck by the bravery of people who took to the lectern to tell us their own deeply personal and, at times, traumatic experiences. One of the speakers was a bi-sexual Ugandan woman who came to the UK as a refugee having fled in fear of her life. She spoke about how she had to rebuild her life in her mid 40's in a new country due to anti-LGBT+ laws in her home country. Equally moving was a delegate who shared the story

of her sister who had waited over 3 years to access gender affirming care and the strain, physically and mentally, the wait for care within the NHS placed on her and her family. Fortunately, the delegate's mother had a simple yet powerful motto: 'I wish for my children to be happy and healthy.' This sentiment resonated with conference attendees and became a rallying cry, with delegates adopting this as their sign off.

Despite the often hard hitting, heavy subjects that were being discussed, there was a great sense of love and optimism in the room. First-timers to the conference when introducing themselves always got a big cheer from the crowd, urging them on to tell their story.

Reflecting on the conference, I am delighted I was able to attend. I gained my first insight of how a Union works beyond the workplace. I also left the conference reassured that, in a time where LGBT+ people may feel pessimistic about the future of society and LGBT+ rights, that I wasn't alone. There are people dedicated to making life better for LGBT+ people across a myriad of workplaces and society as a whole.

**Credit:** Liam Waldie, Aegon UK, Workplace Rep.

# Events

## May

In April and May we held events at our YBS offices in Leeds, Bradford and Peterborough.

All events were well attended by existing and potential new members and we are delighted to say many of those people are now part of our union post event. If that's you, welcome!



## June

We attended the TUC LGBT+ Workers Conference where Assistant General Secretary for the Aegon branch, Ricky Markham, raised a motion on AI.

## July

**1. We carried out training for 17 new reps across various branches.**

A significant number of reps have joined us over the past few months, which is just fantastic and we welcome them all warmly!

The more reps, the more we are able to support our members across the board.

**2. Our General Secretary Brian Linn attended the GFTU Executive Committee and Durham Miners Gala, where the GFTU launched its new education programme for 2024-2025.**

It's a fantastic variety of mostly free courses for both reps and members, and we urge you to have a look and see what's on offer. [Click here](#)

Most courses are free to reps and members.

If anyone wants to go on a course, please contact your branch AGS in the first instance.



## September

1. As a TUC General Council member, our General Secretary Brian Linn was invited to meet the new government in the House of Commons.

**Brian said:** "This provided an excellent opportunity for me to promote our members in the finance sector and to discuss the issues you are facing."

2. Attendance at the TUC Congress 2024: We attended the TUC Congress in Brighton from 8th to 11th September, with a team of eight delegates. Our new Deputy General Secretary Ania Lomax raised her first motion at the event and Brian Linn stood up to raise another. Full details of these motions can be found on page 12 & 13.

# Nutrition for workplace wellness:

## A guide to staying healthy and productive

**Good nutrition is a crucial part of maintaining wellness, especially in the workplace where energy levels, focus, and overall health directly impact productivity. Here's how to make smart nutritional choices that enhance your well-being during work hours:**

### **1. Start with a balanced breakfast**

Breakfast is the most important meal of the day, setting the tone for your energy levels and focus. Choose a balanced meal with complex carbohydrates (like whole grains), lean protein (such as eggs or Greek yogurt), and healthy fats (like avocado or nuts). This combination will keep you full longer and prevent mid-morning energy crashes.

### **2. Plan healthy snacks**

Office snacks can either boost your energy or cause it to plummet. Avoid sugary snacks that provide a quick high followed by a crash. Instead, opt for healthier options like fresh fruit, nuts, seeds, yogurt, or whole-grain crackers with hummus. These snacks stabilise blood sugar levels and keep you focused throughout the day.

### **3. Stay hydrated**

Dehydration can lead to fatigue, headaches, and reduced concentration. Keep a water bottle at your desk and aim to drink at least 8 cups of water a day. Herbal teas or infused water with slices of fruit can make hydration more enjoyable.

### **4. Prioritise lunch breaks**

Never skip lunch, as it's essential for maintaining afternoon energy. A balanced lunch should include lean protein (chicken, fish, beans), whole grains

(brown rice, quinoa), and plenty of vegetables. Avoid heavy, greasy foods that can cause sluggishness. Take a proper lunch break, away from your desk, if possible, it helps reset your mind and body.

### **5. Limit caffeine and sugary drinks**

While coffee can provide a needed boost, too much caffeine can lead to jitters and energy crashes. Limit your intake to 1-2 cups a day and try to replace sugary drinks with healthier alternatives like herbal teas, water, or sparkling water with a splash of lemon.

### **6. Mindful eating**

Eating mindfully, even at work, can improve digestion and prevent overeating. Pay attention to your hunger cues, chew slowly, and avoid multitasking during meals. This approach helps you enjoy your food and recognise when you're full.

### **7. Prepare for the week**

Meal prepping can help you avoid unhealthy options when you're pressed for time. Plan your meals and snacks ahead of time, focusing on balanced, nutrient-rich foods. Having healthy options ready ensures you make the right choices during busy workdays.

**Making small, consistent changes to your workplace nutrition can significantly enhance your overall wellness, keeping you energised, focused, and feeling your best every day.**



# NEW MEMBER OFFER

We are very excited to announce that we have partnered with Nutritional Therapist Fiona McLean to offer you an incredible member benefit!

Project Vos aims to provide the tools for you to achieve optimal health and wellness through diet and lifestyle. Fiona McLean, Nutritional Therapist, will work with you one on one to uncover the root cause of any symptoms you may be experiencing. Together with Fiona, you will formulate a unique plan to address and overcome these barriers and, in the process, learn what your body needs to get well and stay well. It's time for Project You!

**Fiona is offering a free initial consultation, followed by a 90-minute consultation for £40. This usually costs £90, so it's a huge discount!**

If you would like to find out more about Fiona and Project Vos, click here  
And if you would like to claim the offer, you can contact her at:

[More info](#)

[fiona.mclean@projectvos.co.uk](mailto:fiona.mclean@projectvos.co.uk)  
**07702 718618**

Make sure you tell her you're an Aegis member and have your member number ready!

**Workplace Wellbeing**

FREE INITIAL CONSULTATION

**Nutritional Therapist  
Fiona McLean**

**MEMBER  
OFFER**

Contact Fiona to  
find out more.



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.





## Free Will Writing service worth £250\*

+ other discounted legal services for members in England

\*This is for a basic, single Will



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

# 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) >

## Not an Aegis the Union member?

It costs **£6.50** for peace of mind. It's well worth the investment.



**JOIN TODAY**

FREE INITIAL CONSULTATION

Nutritional Therapist  
Fiona McLean

MEMBER OFFER

Contact Fiona to find out more.



**Aegis**  
the union

## Aegis Travel Club

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



T: 01422 847 847

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

# Financial Training Sessions

Session	Date/ Times	Synopsis	Joining Detail
<b>Ask the Expert:</b> <b>Supporting Older People In Scotland during the CoL Crisis</b>	Tuesday, 17th September 10am - 11am	Join our Financial Wellbeing Lead, Marlena McFarlane, along with Joanne Wakeley and Suzanne Hainey from Age Scotland for a webinar on supporting older people during the cost-of-living crisis. Topics include energy saving, accessing benefits, financial support for fuel bills, carbon monoxide safety, Priority Services Registers, and home energy efficiency options.	Please book a space via <a href="mailto:maria.clark@aegisunionlearn.co.uk">maria.clark@aegisunionlearn.co.uk</a>
<b>Train the Trainer: An Introduction to Financial Wellbeing</b>	Wednesday, 18th September 9:50am - 12:30pm	Our updated course explores financial wellbeing, focusing on financial resilience, challenges like economic abuse and digital exclusion, and approaches to money guidance. Free and open to all, it's ideal for those in supportive roles looking to better understand financial wellbeing and integrate money guidance into their work.	Please book a space via <a href="mailto:maria.clark@aegisunionlearn.co.uk">maria.clark@aegisunionlearn.co.uk</a>
<b>Financial Wellbeing Webinar: The Cost of Dying</b>	Wednesday, 23rd September 10am - 11am	Join Rebecca, our Financial Wellbeing Officer, for a webinar on the costs you or your family may face after death. While it's difficult to think about, certain expenses need to be covered, such as death certificates, funeral costs, confirmation, and inheritance tax. We'll also highlight available support to help manage these costs.	Please book a space via <a href="mailto:maria.clark@aegisunionlearn.co.uk">maria.clark@aegisunionlearn.co.uk</a>
<b>Ask the Expert: Wills and Power of Attorney with Brodies Solicitors</b>	Tuesday, 8th October 1pm - 2pm	Our Financial Wellbeing Officer, Rebecca Ketterer-Young will be joined by Stewart Gibson and Iona Clark from Brodies Solicitors to deliver a webinar on wills and powers of attorney, highlighting the importance of having these essential documents in place.	Please book a space via <a href="mailto:maria.clark@aegisunionlearn.co.uk">maria.clark@aegisunionlearn.co.uk</a>
<b>Ask the Expert: Pensions</b>	Wednesday, 16th October 1pm - 2 pm	Our Financial Wellbeing Lead, Marlena McFarlane, will be joined by Douglas Moir and Jordan Musher from the ER Network to deliver a webinar on understanding pensions and retirement planning.	Please book a space via <a href="mailto:maria.clark@aegisunionlearn.co.uk">maria.clark@aegisunionlearn.co.uk</a>

## Contact us

If you have a story you would like to feature in our next newsletter, please email

[Fiona@welovecreative.co.uk](mailto:Fiona@welovecreative.co.uk)

For all other member enquiries, please email

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