Industrial Relations: prepare, review, respond

The changing industrial relations landscape will affect both unionised and non-unionised employers. Our three targeted services help organisations understand the new requirements, assess their existing arrangements and respond quickly when workplace access becomes a live issue.



Access Request Rapid Response

Immediate, specialist support when your organisation receives a trade union workplace access request.

An access request can trigger a strict response timetable and requires early strategic decisions. Our Access Request Rapid Response service provides focused support from the outset, including:

- urgent review of the request and applicable timetable
- advice on immediate legal and practical steps
- support in preparing the employer's response
- strategic guidance on engagement with the union
- assessment of operational, employee relations and reputational considerations
- support with negotiations, documentation and escalation where required
- guidance on compliance obligations and minimising the risk of disputes, enforcement action and financial penalties

Early action can help employers retain control of the process, meet their obligations and approach discussions from an informed position.



Compliance and Capability

Helping your organisation understand the new framework and manage trade union engagement confidently.

We provide practical, tailored support for unionised and non-unionised employers, including:

- briefings for boards, senior leaders and HR teams
- practical training for managers on trade union rights and workplace access
- guidance on responding appropriately to union activity
- support with communications, policies and internal processes
- scenario-based workshops to build confidence and organisational readiness

Our training is tailored to your workforce, existing arrangements and level of industrial relations experience.

Trade Union Audit

A structured review of your current arrangements, risks and readiness for reform.

Our audit can include:

- recognition agreements, trade union access agreements and collective bargaining arrangements
- consultation and negotiation arrangements
- existing relationships with recognised and non-recognised unions
- arrangements for union representatives and facilities
- employee communications, including how workers are informed of their right to join a trade union
- policies, contracts and
- processes affected by the changing legal framework
- practical recommendations and a prioritised action plan

The output is a clear assessment of what is working, where exposure may arise and what should be addressed.

Support tailored to your organisation

These services can be commissioned individually or combined as part of a wider industrial relations readiness programme.

Prepare your people. Review your arrangements. Respond with confidence.

Contact us



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