

**Founded in 1919, the FDA is the trade union for managers and leaders across the public service. We currently have more than 18,000 members across the UK.**



## ABOUT US

In these extraordinary times, we know that our members across the civil service will be keeping the country running. Now more than ever, you need a union to provide:

- support with advice and representation;
- help with learning and career development; and
- a voice defending the impartiality, integrity and professionalism of the civil service.

### In the civil service we represent:

HEOs  
& SEOs  
(Keystone  
section)

Grade 6s  
and 7s

The  
Senior Civil  
Service  
(SCS)

Fast  
streamers  
(and  
equivalents)

Professional  
apprentices  
(e.g Economists)



**You can read more about the FDA and our democratic structures on our website here. [↗](#)**



## OUR HISTORY



**1919**

The union was founded

**1935**

The FDA started a campaign for equal pay for men and women in the civil service.

**1944**

Our first female chair, Dame Alix Kilroy, was elected.

**1976**

The FDA took strike action for the first time, over the relocation of Public Record Office staff to Kew.

**1977**

We affiliated to the TUC.

**1995**

The FDA won a record compensation from the Home Office when we defended sacked Prisons Director General Derek Lewis.



**1996**

The Civil Service Code was introduced, following a 27-year-long year campaign by the FDA.

**2008**

We launched our development programme FDA Learn.

**2010**

Alongside Dods, the FDA introduced its prestigious Women Into Leadership conference series.

**2015**

The FDA launched Keystone, its section for managers and professionals in SEO and HEO grades.

**2019**

The FDA moved into our own headquarters in London Bridge.

**2020**

The FDA launched a series of webinars to help members work remotely during the coronavirus lockdown, providing over 2,000 training places in a month.



# Our five key benefits:

## **We provide excellence in individual representation and employment advice**

The FDA is there when members need help with a personal problem at work. We have a successful track record of providing hundreds of members a year with high quality, expert and trusted employment relations advice and representation. The FDA will also get legal advice if the union deems it necessary.

## **We're a pragmatic and influential voice negotiating pay, pensions and terms and conditions to improve members' working lives**

We negotiate collectively, both in workplaces and centrally. We ensure that we understand what's important to our members and work in partnership with employers using our influence and negotiating skills to find a solution. Our objective is always to improve members' working lives, so they are able to continue to provide world-class public services.

## **We defend the impartiality, integrity and professionalism of civil servants**

It is a sad fact that civil servants who cannot defend themselves publicly are attacked more and more for political reasons. We are swift and robust in our defence - many times we are the first and strongest voice representing the civil service. The FDA will always challenge those who seek to undermine the trust and confidence in the civil service.



## Help members to progress in their careers via FDA Learn and Keyskills

Through FDA Learn and Keyskills we've helped nearly 4,000 civil servants to advance in their careers. As well as regular courses based in the workplace attended by hundred each year, we also run prestigious events aimed at helping under-represented groups achieve career progression: Women into Leadership, BAME into Leadership and Unlocking the SCS. We have recently launched a series of COVID-19 related webinars, and have been running two to three a week with up to 500 views for each session.

## Champion equality and fairness at work

We have an excellent track record in championing equality and fairness in the workplace. We first had a policy on equal pay in 1935, on equal gay rights in 1979 and the FDA had its first female leader in 1944. We are committed to ensuring that the civil service an inclusive and fair place to work.

WHAT  
WE DO



# Helping you through COVID-19

HELPING  
YOU  
THROUGH  
COVID-19

## On policy

The FDA has been in regular contact with the Cabinet Office to discuss key issues and concerns raised by branches and to contribute to policy documents, including influencing all versions of the COVID-19 HR Policy Guidance. We have also been actively involved in the process for drawing up new Cabinet Office guidance on issues such as working from home, mental health and wellbeing, school closures, work place safety and annual leave.

## On pay

With pay negotiations continuing within departments, our pragmatic approach ensures that members get a fair pay settlement. We achieve this by working with departments to put in business cases dealing with their specific pay issues.

## Within departments

We have also been working hard within each employer to ensure the central guidance is implemented as it should be and to reach agreements about issues specific to each employer – for example in our cultural institutions where some workers have been furloughed; in the court service where some trials are still continuing; and in many departments where we have negotiated an allowance to buy equipment needed to work from home.



## Defending the civil service

The FDA has continued to publicly defend the values and impartiality of the civil service, speaking out against the increasing anonymous briefings in the press against some of our most senior public servants.

**Read more here** ➤

## FDA Learn webinars

We have recently launched a series of COVID-19 related webinars, including 'how to manage teams remotely'; 'how to run a virtual meeting' and 'how to manage working from home with school age children'. These are free to attend for all members and can be watched live or online after the event.

**Find out more here** ➤

## FDA Connect

Our newly-launched FDA Connect scheme puts members in touch to arrange a call/video conference and talk as you would if you were networking at an event. Interested members can simply email **organiser@fda.org.uk** and we'll get in touch (of course, the information will not be shared more widely).

## Winning for members

Even during COVID-19, we are still working on our long standing campaigns. We recently achieved an historic win in the House of Commons with our longstanding campaign to establish a new independent process to deal with complaints of bullying and harassment.

**Find out more here** ➤



## HOW TO JOIN

**Joining online only takes five minutes,  
visit [www.fda.org.uk/join](http://www.fda.org.uk/join)** ↗

Please forward this to a colleague who you think would like to join the FDA.

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🐦 **@FDAGenSec** ↗

on Twitter for the latest news.

You can also find us on

**LinkedIn** ↗, **Facebook** ↗ and **YouTube** ↗

