

a workplace agenda 2011

STULP - Scottish Trade Unions for the Labour Party contribution for Scottish Labour Party Manifesto 2011

The Scottish Labour Party is starting the second stage of its policy process working towards the creation of a policy programme and manifesto for the 2011 Scottish Parliament elections. The affiliated trade unions have fully participated in that process through the Scottish Policy Forum.

Having made significant individual contributions at the first stage of the process, the affiliated trade unions have pooled their ideas to offer a collective trade union contribution to the second stage debate.

This document sets out our views of the key issues we would wish to see addressed in the Scottish Labour policy programme and 2011 manifesto.

Our vision

After the 2007 elections the Scottish Executive Committee identified that although we had a detailed list of policies, the manifesto lacked a clear vision of what Scottish Labour stood for. The SEC adopted the following principles based on the STULP 2007 Workplace Agenda vision.

- **As a democratic socialist party we seek equitable development which ensures all groups in society, not just those at the top, enjoy the fruits of development;**
- **we seek sustainable development which includes preserving natural resources and maintaining a healthy environment;**
- **we seek democratic development in which citizens participate in making the decisions that affect their lives and communities have ownership of these policies.**

Our vision for a better Scotland has the following key elements:

DEVOLUTION Committed to the principles of devolution and to making devolution work for the people of Scotland. A Scotland better off and stronger in Britain, worse off and weaker apart.

PUBLIC SERVICES Developing Scottish public services, recognising that there is a wider public interest that lies beyond the market economy. This vision places public services at the heart of

government strategy, engendering a strong sense of citizenship, supporting economic regeneration, promoting wellbeing, building educational futures, as a best practice employer and as the democratic and accountable provider of high quality public services.

ECONOMIC JUSTICE An increasingly prosperous Scotland that recognises economic growth can be achieved together with social justice for the workforce. This involves strategic intervention by government in the Scottish economy including local economics and new forms of ownership. Together with economic democracy based on liberation at work and liberation from work.

PARTNERSHIP Recognition that social dialogue and consensus is the most effective way of improving Scotland. Engaging government, trade unions, employers, public organisations and the voluntary sector as social partners to achieve improvement and consensus through impartial, objective and rational debate. It involves the steady evolution of change through impartial, objective and rational debate.

SOCIAL COHESION Balancing rights and responsibilities in the interests of the wider society. Developing strong communities, where crime, poverty, ill health and discrimination are tackled collectively because we recognise that we will all be stronger if there is security for everybody and not for the few. Each citizen is afforded equal respect, security and chances in life, regardless of background.

ENVIRONMENT Recognising that our future wellbeing is dependent on changing our relationship with the environment. This means using our natural resources like there is a tomorrow, living within the limits of the natural world. In doing so providing the opportunity for social change, for political renewal and economic innovation; for a society which is less focused on consumption and materialist values and more focused upon the quality of living.

STULP believes these principles form a sound basis for Scottish Labour's 2011 vision. However, they will need to be condensed for campaign purposes. In the following pages we seek to apply this vision to practical policies for Scotland in 2011.

A prosperous and sustainable Scotland

The key drivers for economic success include skills, enterprise, innovation and infrastructure, all of which are inextricably linked and each one a vital component in delivering a competitive Scottish economy.

The time is right to move away from comfortable parameters which limit these factors and to consider new ways of thinking which gives greater credence to a social model in delivering economic success in a vibrant modern Scotland.

Skills and training

- To encourage employers to provide a statutory minimum amount of training each year for all employees and improve their long term employability including the adoption of a training levy.
- Expand Scottish Union Learning that supports a wide spectrum of workers, including those who have no or low qualifications, those who have literacy and numeracy needs and also high skilled workers across all industries.
- To encourage businesses to provide training, both vocational and non-vocational, through Union Learning Agreements, the extension of Union Learning Reps and Workplace Learning Committees to deliver high performance workplaces.
- To maintain levels of investment in modern apprenticeships.
- To strengthen the careers service including a return to individual support and vacancy handling.

Maintain and invest in a sustainable and viable manufacturing sector

- Provide incentives to encourage investment by both indigenous and incoming business, and to support organisations that reject outsourcing and offshoring jobs.
- Link the award of grants to commitments on job creation, job security and terms and conditions for employees.
- Ensure the Scottish Manufacturing Advisory Service is fully resourced and has trade union input in defining its strategy.
- Use the EU Directive on public procurement and Scottish regulations, ensuring the legal obligation on contracting authorities to consider social, employment and training standards, disability and environmental issues when awarding public contracts.
- Extend the EU designation of Scottish whisky to bottling operations.

- Develop and democratise the Scottish Investment Bank to provide financial and technical assistance to support Scottish industry and the transition to a greener and more democratic economy
- Support the development of a Post Office Bank
- Build the co-operative sector by enhancing Co-operative Development Scotland and giving workers and communities new rights to own enterprises when they are put up for sale or threatened with closure

Develop a Balanced Energy Planning Policy based on a diversity of fuel sources

- Including nuclear, oil and gas, coal and renewables which will deliver a comprehensive energy mix and security of supply.
- Increased investment in clean coal technologies.
- Support green energy jobs in manufacturing, engineering and construction together with new skills and a just transition programme.

Develop high quality, environmentally sustainable, fully integrated transport system

- Take back into public ownership the ScotRail franchise to deliver a service that is able to be flexible to the needs of the traveling public, rather than driven by shareholder interests.
- More freight transferred from road to rail networks, including an increase in gauge size to W10, to relieve the over-crowded road network and to limit environmental damage.
- Develop the Glasgow/Edinburgh Airport rail links to provide an integrated transport infrastructure improving access to the worlds markets.
- Implement the provisions of Charlie Gordon MSP's bus bill to re-regulate bus transport
- Ensure existing Scottish ferry routes are maintained in the public sector.
- Promote the use of public transport through fare pricing and other measures, including the extension of concessionary travel for pensioners to rail services as part of a wider New Deal between Labour and Scotland's pensioners.

The Living Wage

- To help incentivise work, build social cohesion through greater equality the Living Wage advocated by the STUC and the Poverty Alliance should be adopted.

Environment

We require a comprehensive environment strategy using fiscal and accountability measures to promote

sustainable policy and action by business and the public sector.

Government at all levels should develop strategic policy and key programmes in a holistic way with sustainable development at their core including:

- Implementing the provisions of the Climate Change (Scotland) Act, including emission targets and a strong public sector duty.
- Develop a Green Workplaces programme.
- A growing contribution towards our energy must come from renewable sources within a balanced energy policy.
- An integrated transport system which allows frequent and affordable public transport between our centres of population; and recognises the particular issues of rural areas.
- Promoting sustainable travel alternatives, such as increased school transport and effective workplace travel plans. Alternative, convenient forms of travel, such as buses, cycling and walking, along with regulated home working should be encouraged.
- Develop Scottish Water into a more democratic structure as set out in the STUC manifesto and resist calls for the privatisation/mutualisation of this essential public service.
- Scottish public services should generally be delivered by their own directly employed workforce and facilities. This approach delivers the integrated, cost-effective and universal services that the public needs. Public Public Partnerships funded through conventional borrowing is preferable to the waste and inefficiency of private finance.
- The renewed investment in public services in Scotland during the years of a Labour government has made a real difference to peoples lives, strengthened our communities and the economy. To ensure that resources are available to meet genuine social needs we need to recognise the link between public spending and fair taxation. Quality public services benefit everyone in Scotland and the best off in our society should contribute a higher proportion of their wealth in taxation. As international studies show, more equal societies almost always do better.
- The quango state should be reduced by transferring appropriate functions to local government. Remaining quangos should have a statutory duty of deliberative engagement with stakeholders or where practical direct elections. There should be a national pay bargaining framework.

Local Government

Local government should be at the heart of our communities providing democratic leadership and high quality services.

- There should be parity of esteem between the Scottish Government and local government through the development of a new partnership agreement that recognises the democratic legitimacy of both.
- The Council Tax should be made more progressive by broadening the banding structure. Council Tax Benefit should be devolved to Scotland and reformed.
- Business rates should be returned to local authority control.
- Grant support should reflect the increasing demands on local government and be allocated with minimum ring fencing.
- Positive measures taken to encourage under represented groups to become councillors.

Public services

Public services are the collective expression of our society and citizens should be fully involved in the development of our services. This means greater devolution of powers to Scotland, stronger local government, extending democracy into the quango sector and the meaningful engagement of service users and staff in planning and delivering services.

Scotland in the World

- Renew the Fresh Talent initiative. Ensure that migrants are made to feel welcome and not exploited by unscrupulous employers.
- Develop the 'One Scotland, Many Cultures' campaign to challenge racism and the activities of the far right.
- Use devolved powers to strengthen international development and promote fair trade.
- Promote Scotland and the role of non-state nations within the European Union.
- Within the European institutions support the development of Social Europe and resisting neo-liberal economic reforms.
- Use devolved powers to ensure that Scotland's land, water or resources should not be used for weapons of mass destruction or the systems that support them. Ensuring that Scotland is known for its contribution to peace and international justice.

A Caring and Healthier Scotland

Scotland has one of the worst health records in Europe. Low income and poverty drive the health inequalities that underpin poor health.

Public Health

Improving Scotland's health should be the priority recognising that poverty is the underlying cause.

- Build on existing cross-cutting partnerships to address inequalities in health by addressing issues such as housing, employment, food, income and fuel poverty.
- Promote health at school through teachers and classroom assistants supported by school and community nurses. Provide free, nutritious school meals, healthy snacks, sex education and enhanced physical activity.
- Enforce and support the ban on smoking in enclosed places through targeted smoking cessation programmes in areas of greatest need.
- Increase support to programmes for improving mental health, and focus on high suicide rates, self harm and drug dependence.
- Support workplace health initiatives that recognises the impact poor working conditions have on health through strong occupational workforce standards.

NHS in Scotland

Promoting and developing the Scottish NHS model based on co-operation not competition.

- The delivery of care should be through the NHS Scotland partnership model and the democratisation of health boards together with the deliberative involvement of patients and the community.
- NHS services delivered as locally as possible whilst recognising the need to concentrate some specialist services.
- Promote positive service redesign building on local best practice to address waiting times.
- Directly employ and resource cleaning staff as an important element in improving hospital cleanliness and tackling hospital infections.
- Develop a Food for Good programme of improvement to hospital catering that ensures that food is nutritious locally sourced and prepared by directly employed staff on fair pay and conditions.
- Minimise private sector involvement in NHS care including ending the use of private finance through the SFT, PFI and LIFT schemes.
- Employ student nurses on a proper salary as part of a series of measures to tackle drop out rates. Reduce dependency on agency nursing and tackle exploitation and discrimination against overseas nurses particularly in the private care sector.
- Implement the provisions of Paul Martin MSP's Bill on NHS car parking.
- Back the abolition of prescription charges coupled with controls on pharmaceutical companies.

Community Care

Whilst hospitals can dominate public debate on the NHS - 90% of patient contact is in community settings.

- Make more use of salaried GPs working in NHS health centres supported by other directly employed community health staff.
- Develop a new approach to social work that helps people change their lives by reducing bureaucracy, improving staffing levels, effective workload management and accountability.
- Expand community dentistry staffed by salaried dentists and their essential support staff.
- A new programme to address long term care that provides an alternative to private care and nursing home provision.
- New home care standards and services to be provided by quality providers in the local authority and voluntary sectors. This includes ending the race to the bottom in quality care, pay and conditions of staff and increasing service charges.

Housing

- Develop a new affordable housing strategy under democratic control including a new council and social housing building programme.
- A new Housing Standard should be established to reflect standards of quality, comfort, energy efficiency, affordability, accessibility and security. Accessibility should be a key element.
- We need more support for 'rent to buy' schemes and a genuine choice of good quality rented accommodation.

Sport

- Recognise the value of sport and other forms of physical activity to both the health and the confidence of the nation.
- Encourage the development of greater links between schools and local sporting organisations. This should include support for voluntary coaches and by ensuring that access to school facilities is not limited by the commercial interests of PFI contractors.
- Support the 2014 Commonwealth Games and other sporting events and ensure that there is a genuine legacy for the communities concerned including the Living Wage.
- Work with the UK government to ensure that there are no taxation incentives for local authorities to outsource their leisure facilities.

A Safer Scotland

We believe that the justice system should be a public service, a system to represent people, protect individuals, workers, families and serve our communities. Labour has always fought for a justice system that upholds and protects individual rights, encourages collective rights, but maintains the need for responsibility for the common good. We must uphold the principles of justice, honesty and integrity; the right to security and the freedom of individuals from fear and intimidation; the right to equality; and the right to fair treatment, whether as an accused or a victim.

Policing

- Community Wardens working for local authorities have provided many benefits to communities. Community policing should be further supported through a pilot Police Community Support Officer scheme.
- Police support staff should be expanded both in specialist and operational roles, freeing up police officers to concentrate on their key roles.

Tackling Anti-social Behaviour

Anti-social behaviour undermines opportunities, threatens workers, blights people's lives and destroys communities.

- There should be a consistent framework for the implementation of anti-social behaviour legislation that recognises the needs of individual communities.
- We should not demonise young people. They are more likely to be the victims than the perpetrators of crime.
- Increase funding for youth provision and social work, giving these services the same emphasis as youth crime. Including resources to support Children's Hearings.
- Recognise that tackling anti-social behaviour requires a partnership approach by all agencies and those who live in the effected communities.

Tackling Crime

- Victim Support services should be better funded and supported.
- Ensure that community service is strengthened and funded to provide better alternatives to ineffective short prison sentences.
- Domestic Violence campaigns should be developed into employment policies with every employer and public authority recognising their role in addressing this issue.
- The Emergency Workers Act and Scottish Government's safety campaigns have been an important step forward in protecting workers from assault and abuse at work. The scope of this legislation should be widened to other groups of

workers who serve the community as set out in Hugh Henry MSP's Protection of Workers (S) Bill.

- Too many workers in Scotland die at work. Some of these deaths and serious injuries could be avoided through a stronger safety culture in the workplace. We therefore need a new offence in Scots law of Culpable Homicide.
- Racist attacks are a blight on Scotland's image at home and abroad. The effective implementation of the Lawrence report by every public authority remains a priority, together with effective police action.
- Marches and parades can and do affect the communities that they pass through. Communities should have a say in decisions on the routing and frequency of marches that seek to or do intimidate those communities, such as sectarian marches and those of far right organisations.

Access to the law

- Criminal and civil legal aid should be improved to support individuals and provide equal access to the law in addition to extending law centre networks.
- Courts are a public service and charges should not be set at a level that impedes access to justice.
- Whilst small claims limits should be increased, personal injury cases should remain a privative jurisdiction to the Court of Session. The commercial interests of the insurance industry in undermining workers injury claims should be resisted.

A Scotland of Opportunity

Trade union priorities in relation to education and lifelong learning in Scotland are focused on the goal of universal access to learning opportunities to help everyone achieve their full potential. This involves giving children and young people the best possible start in life with equality of opportunity to move from school to university and college and/or into the workforce. It also involves ensuring employability and access to skills and personal development throughout life.

A culture of lifelong learning brings benefits to the individual as well as to society; to the employed, to those who employ them; to the social fabric of our society as well as to the economy. Lifelong learning has an important and distinctive contribution to make to people's wellbeing, to a more inclusive society and to a vibrant and sustainable Scottish economy.

Schools

- **Delivery of education:** Schools and early education should remain under the control of democratically elected local authorities, under national guidance and with appropriate levels of local discretion to schools.

- **Free full-time childcare:** Free pre-school education, led by early years professionals, should be strengthened to assist working families. Free, full-time childcare and early years learning for all ages, as part of an integrated childcare and early years' strategy, would assist lower income families and allow many women to remain in the workplace.
- **Funding on a comprehensive basis:** Scottish schools should continue to be funded on a fully comprehensive basis, this being the best way of ensuring every child is treated equally, irrespective of background.
- **Investment in all staff:** Proper training and a decent pay structure should be available for all staff working in education. There should be a greater recognition of all members of the school/college/university team, including janitorial, cleaning and office staff, classroom assistants and other support staff.
- **School Meals:** The provision of free school meals and breakfast clubs would assist in tackling some of Scotland's major health problems and assist in eliminating child poverty and promoting social justice.
- **School Buildings:** New schools should be provided through conventional procurement using prudential borrowing rather than the discredited SFT and PFI schemes.

Higher & Further Education

Developing people's skills and increasing access to education and training is crucial to the future success of Scotland's economy. It is also crucial to lifting people out of poverty and combating social exclusion.

- **Trade Union Role in Lifelong Learning:** the training of learning reps and the promotion of workplace training and adult learning are some examples of how trade unions have played a leading role in overcoming barriers to the development of education, training and skills that Scotland's people and its economy needs. This is a role that must continue to be valued and supported.
- **Access for disadvantaged groups:** The work of Scottish colleges and universities in seeking to widen access to education and training for under-represented groups should be adequately resourced. Breaking down barriers to opportunity and achievement must be a priority to show that tertiary education can be an achievable aspiration for everyone.
- **Student Support:** The current arrangements for supporting students leave many in commercial debt and unable to access affordable childcare. There should be a guaranteed minimum income for students.
- **Review FE structure:** It is vital that the funding of the FE sector in Scotland remains on a stable footing together with stronger governance. Widened access

to and greater investment in measures such as work-based learning, part-time and distance learning, support for trade union education and increased collaboration between schools and Further Education establishments is also fundamental to enhancing learning opportunities.

- **National FE Bargaining:** There should be a national bargaining framework for FE colleges.
- **Community Education:** Strengthening the role and resources for community based education including a new national framework for youth work.

Poverty and Inequality

Tackling poverty and inequality are central to building strong safe communities.

- Work can be an effective route out of poverty but there are still groups of people unable to find work. Further support and positive action is required for groups such as people with a disability.
- Work must be fulfilling, fairly paid, and secure. Public Service Organisations (PSOs) through direct employment and procurement must promote equal pay, fair wages and high employment standards.
- Public services must be defended, not least because cuts will impact greater on women, young people and the low paid.
- We must support credit unions and food co-ops to ensure access to fair credit and fresh food as well as stimulating the social economy.
- One in three Scottish households are unable to afford to heat their homes to an adequate level. A new fuel poverty strategy is required to achieve the statutory target to eliminate fuel poverty by 2016, including universal area based domestic efficiency schemes to offer energy saving measures to every Scottish home.
- Further measures to tackle discrimination (in line with the Madrid Declaration) including investigation into restrictions and discriminatory barriers e.g. access to public buildings and developing initiatives to change attitudes through education and service provision.
- Support the Scottish Living Wage Campaign and seek to deliver its objectives through devolved powers.

Culture

- Facilitate long term planning and funding as stability is essential for support of the arts.
- Ensure that local government and voluntary cultural services such as arts centres, museums and libraries are properly funded so that access is improved and is free to all.
- Recognise the value of major events both to the nation and local communities.
- Support arts in the community to strengthen community cohesion.