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UNISON in Registration Fee win for NHS workers p3



Equal pay victories, South Ayrshire, Glasgow and Edinburgh p2



Scotland in UNISON is...

100 100 ISSUES SINCE 1994

PUBLIC WORKS:

a million voices for public services

February 2013 No. 100

Scotland in UNISON

scottish council activists bulletin Use these stories in your branch newsletter or circulate the pdf version to members

IS THE PERSON NEXT TO YOU A UNISON MEMBER? IF NOT - GET THEM TO...

JOIN NOW!

1st and 100th Scotland in UNISON

by John Stevenson
SiU Editor

UNISON will be launching a major recruitment drive in March across the UK, supported by a huge advertising campaign on TV, in newspapers, online and on social media.

This is the next phase of the Stronger Together campaign in Scotland which brought 4,000 new members into the union.

It was not a one-off. It must mark a cultural shift in sustainable organising and recruiting' Mike Kirby

And, like Stronger Together, the adverts are not an end in themselves but a backdrop to strong organising activity on the ground in branches and regions.

Mike Kirby, UNISON Scottish Secretary, said: "Our Stronger Together Campaign in the last quarter of last year delivered.

"This was a tribute to the success of the organising and recruitment plans implemented by the partnership of branches and organising staff.

"It was not a one-off. It must mark a cultural shift in sustainable organising and recruiting.

"We have held to our recruitment, but the extent of the job losses - 51,700 since austerity measures - and people taking packages, reduces membership numbers, reduces income, affects density and can adversely affect how employers view us", said Mike.

UNISON Scotland's Communications and Campaigns Committee (CCC), the Scottish Committee and the Scottish Council of branch reps from across the country were briefed last month on the campaign and the research

I want to know I'm getting a fair deal at work

With attacks on jobs, pensions, terms and conditions - times have never been tougher.

But there's no need to face things alone. As a UNISON member, we'll fight on your behalf to make sure you get the best deal from your employer.



A warm welcome to UNISON Scotland's 4,000 new members

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unison-scotland.org.uk/join

STRONGER TOGETHER IN UNISON

Better pay • More holidays • Equal pay
Safer workplaces • Better training



underpinning it.

The issues striking notes most with non members were:

- Job security
- Falling living standards
- Increasing workloads

The CCC called for a focus

on these issues in all campaigning but to also remind people that there is an alternative to austerity - and that the union predicted the problems we now see.

Turn to Page 2

Pay freeze must thaw say council workers

On the day we went to press, UNISON's Local Government branches were set to decide on the next move in this year's pay campaign.

On the table is an offer of 1% from 1 April 2013. If after the 1% is applied, there are staff who fall below the 'Living Wage', this would be brought up to £7.50 an hour from 1 April this year.

Delegates were less than impressed with the offer - which was made outwith the bargaining structures - last December and they called for

proper negotiations leading up to a potential ballot.

Talks held with the employers on 24 January brought no progress and further talks were scheduled for 5 February, only days after the Local Government branches were meeting.

Speaking after the initial offer and before the meeting of branches on 1 February, Stephanie Herd, UNISON Scottish Local Government Chair, said: "While the Living Wage element is welcome, the offer falls below what is needed to keep pace with inflation.



Stephanie Herd

"Local Government workers have gone through a pay freeze at a time when inflation averaged 5%, food prices have been going up by 7% a year and energy prices by 15%."

Look out for updates on decisions at the February meeting on the website.

Health members reject holiday change
NHS Greater Glasgow and Clyde members have rejected a move of Easter holiday dates by 94% in a ballot result announced on 31 January.

Branch Secretary Cathy Miller said: "Our members have spoken. UNISON will not be discussing this any further. We will discuss how NHSGGC can increase staffing levels and available beds to meet peak demand at Easter."



by John Stevenson
SiU Editor

Nothing changes, I hear you say, as the first issue of Scotland in UNISON in November 1994 led on recruitment while this 100th issue leads with the same topic.

But the challenges were even greater in 1994. We'd just been through the Tories' forced 'sign up' campaign that meant we had to get everyone who paid by deduction from wages to sign up again every three years to stay in the union. The law was dropped by Labour in 1998.

The first issue of *Scotland in UNISON* appeared just over a year after Cohse, Nalگو and Nupe became UNISON.

Each of the unions had their own publications and the burning issue for the new Communications Committee was what form UNISON's publication would take.

The Committee eventually decided on a quarterly activists' bulletin direct mailed via the new UK *UNISON Week*.

The key issue was that it would be lay edited and produced in partnership with full time officers and that remains the overriding principle today.

We've since moved to six issues a year and more changes are on the way in the spring with a new format.

In 1994, the Scottish Council voted to progress to a bulletin for all members - not just activists - when resources allowed.

We have managed that a few times for special events (like the last referendum) and we are now exploring a system where branches that can distribute internally could opt into bulk copies in the future.

UNISON wins pay deal of up to 4% at South Lanarkshire College

UNISON members at South Lanarkshire College in East Kilbride have won a landmark pay deal which will see a rise of more than 4% for the lowest paid staff.

The negotiated pay increase of 2.95% or £550 (whichever is greater) plus a consolidated £15 on all points will be backdated from 1 August 2012. It means most staff will benefit from a consolidated pay increase of more than 3%.

Graeme Forrester, UNISON's lead negotiator at South Lanarkshire College, said: "We welcome this pay award, which will see our lowest paid members get in excess of 4% in real terms.

"And the offer also increases the minimum annual leave entitlement from 22 to 25 days - which is a victory in UNISON's ongoing fight for equality for all workers."

Regional Organiser Robert Rae said: "This is an excellent deal at a time when public sector workers face a pay freeze, rising prices and cuts to vital services - especially in further education."

Scotland in UNISON 100

2004: Campaign to keep UNISON's political fund. Members voted overwhelmingly 'Yes' in the ballot.



● **1997:** SiU interviewed Jackie Dennis, worldwide pop sensation in the 1950s/60s, who was then a UNISON member working



as a home carer in Edinburgh. Jackie is pictured left starring on the Perry Como show on US television in 1958. Google him!

Stirling cuts and job loss slammed

Stirling UNISON branch has slammed a Council decision to give formal notice of up to 250 redundancies ahead of negotiations over budget plans - which should be intended to avoid such measures.

James Douglas, Stirling UNISON branch secretary, said: "We knew we were facing a challenging round of negotiations, but the employer's move to take this drastic action is totally unnecessary and unwarranted. It suggests that damaging decisions to cut vital services on which our communities - and indeed our members and their families - depend have already been made."



'Action not ruled out'
Lesley Russell

UNISON Regional Organiser David O'Connor said: "UNISON has worked with Stirling Council in facing up to the challenges that have come our way and I am bitterly disappointed that we have got to this point.

"We've achieved a lot mainly through the hard work and dedication of Council employees. However, you can only cut so much before you reach breaking point. We are now at that point."

Lesley Russell, UNISON branch chair said: "Our members are incensed at the cuts to jobs and services which are being proposed. UNISON would hope that a negotiated agreement can be reached - but we cannot rule out the possibility of industrial action to protect our members and the vital services they deliver."

Huge recruitment campaign for Spring

From page 1

UNISON's e-focus email bulletin explained the strategy following research into what non-members feel would encourage them to join. It said: "All that knowledge has been fed into the new advertising campaign and new materials."

There will be new recruitment materials and new members' packs developed to welcome our new recruits.

General secretary Dave

“We need to strengthen the union, we need to make sure that the activists are supported and we need to make sure our members and potential members know that UNISON is there for them” Dave Prentis

Prentis said: "We need to strengthen the union, we need to make sure that the activists are supported and we need to make sure our members and potential members know that

UNISON is there for them."

The campaign will start with four weeks of intensive recruitment activity on 11 March with - for the first time ever - the union gearing every



region and every part of the union to get out and recruit like never before. It will be followed by 18 months of co-ordinated campaigns.

Celebrating equal pay victories across Scotland

UNISON Scotland has welcomed an Employment Appeal Tribunal ruling on equal pay which could improve the chances of low paid workers, mainly women, seeking fair comparison with other workers in councils and their associated "arms length organisations" (ALEOs).

The Employment Appeal Tribunal (EAT) has decided that UNISON members working in ALEOs set up by Glasgow City Council can compare themselves with Council employees, and with employees of other Council ALEOs when claiming equal pay.

Mandy McDowall, UNISON Scotland Regional Organiser said: "This is a welcome ruling and an important victory for our members.

"It means that the law

“This victory shows once again that workers are stronger together in UNISON.”

Renee Gillan, South Ayrshire

allows employees of one employer to compare themselves with workers in another employer if the employers are associated - and that councils can't slip out of their duty to ensure equal pay and fair treatment simply by hiving off services into arms length organisations."

Hundreds benefit from South Ayrshire deal

UNISON has also won a historic pay settlement for hundreds of council staff in South Ayrshire.

The deal finalised last month will be worth thousands of pounds for some of the lowest paid staff, mainly women, in



manual, admin, clerical and support jobs.

Renee Gillan, UNISON South Ayrshire Branch Secretary, said: "We are absolutely delighted with this fantastic news for hundreds of workers who have faced pay discrimination for many years and who will now receive substantial compensation. This win will make a massive difference to everyone who has been involved in this campaign.

"This victory shows once again that workers are stronger together in UNISON."

The South Ayrshire deal settles more than 500 claims which were lodged in 2006. These had been subject to legal challenge by the Council on a technicality which ultimately failed at the Court of Session. A planned appeal by the Council to the Supreme Court is being put on hold as part of the settlement deal.

Joe Lynch, Regional Organiser, said: "UNISON is proud to stand up for the principle of 'equal pay for work of equal value'. We have had to fight this through the courts - which has taken a long time - but today's settlement means we have won on that principle."

The deal comes on the back of a similar win we reported in October for thousands of council staff in Edinburgh.

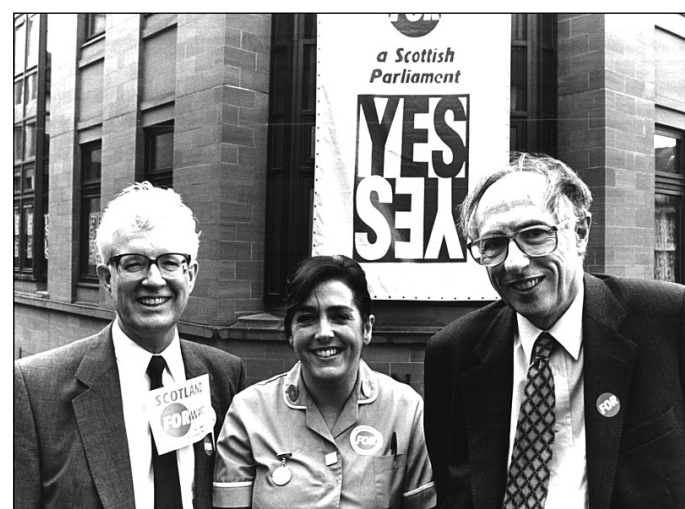
Scotland in UNISON 100

Parliament belongs to the people not politicians

As UNISON Scotland issues a challenge to campaigners in the independence referendum with the launch of 'For a Fairer Scotland', the 100th Scotland in UNISON gives us an excuse to look back at how we covered the campaign that gave us a Scottish parliament in the first place.

UNISON was a key player in the 'Yes Yes' campaign starting in 1997 as the union ran a referendum advert in the national press saying simply "The settled will of the Scottish people - vote Yes Yes" (for a parliament and tax raising powers).

And they did. Then in 1999, the year the parliament opened, a poll of our own members told us they wanted



us to continue the pre-referendum 'Serving Scotland' campaign to promote public services.

Mirroring what new research has shown this year, one of members' top priorities in 1999 was job security.

And in 2007, the then UNISON Scottish Secretary

Matt Smith carried UNISON's voice into the debate on extending the Parliament's powers.

Matt said at the time: "The Scottish Parliament belongs to the people of Scotland and not to the political parties. Any means of reviewing its powers must reflect that fact."

1997: UNISON's Rodney Bickerstaffe and Marie Garrity join Labour's Donald Dewar outside UNISON Scotland HQ to campaign for a Scottish Parliament. Donald Dewar went on to become Scotland's first First Minister.

And last month, Mike Kirby underlined that constitutional arrangements are the end rather the start of the process.

He said: "We must first define the sort of Scotland we wish to see and then try and examine the likelihood of differing constitutional arrangements on offer to deliver on that vision."

Registration fee victory for NHS workers

UNISON has won the argument that employers should pay the £59 registration fee for NHS Scotland staff who come under the PVG (Protection of Vulnerable Groups) scheme.

Following representation by UNISON, Health Secretary Alex Neil wrote to the committee which administers terms and conditions for Scottish NHS staff (STAC) to ask them to 'put in place a

system where NHS employers will pay the PVG registration for all staff' who need it to work with children and vulnerable people.

Tom Waterson, chair of UNISON Scotland's Health Committee, said after the announcement in December:

"This is a wee bit of Christmas cheer to hard working NHS staff, who will be running 24 hour services to the most vulnerable in our society over the Christmas and



Tam Waterson

New Year period.

"We welcome Alex Neil's decision to listen to UNISON's arguments on behalf of NHS

staff and to agree that the NHS will meet this new £59 registration fee.

"Many staff in the NHS already pay their own personal registration fee - for example nurses who pay £100 per year to the Nursing & Midwifery Council.

"At a time of increased pension costs to health staff and years of real terms pay cuts, this is a small but welcome Christmas bonus."



UNISON and families protest against care cuts

Scots author Alasdair Gray brought a message of support from fellow writer James Kelman to a rally defending learning disability services in January.

Carers and service users joined other campaigners at the event outside the City Chambers, organised by Glasgow City UNISON with local groups including the Defend Glasgow Services Personalisation Network.

Glasgow UNISON's Sam Macartney called for no cuts or closures in learning disability services and an independent review. Latest campaign details are on the UNISON Scotland website/blog.

UNISON condemns 'Swinney Tax' on NHS workers' pensions

UNISON Scotland condemned the "Swinney Tax" on NHS workers as the Scottish Government published consultation proposals to increase employee pensions contributions for the second year - with a further increase to come in 2014.

This Swinney tax means employee pension contributions would rise on average by 3.2 % of salary over that three year period.

Tom Waterson, chair of UNISON Scotland Health Committee said: "The SNP government had a clear opportunity to avoid passing on



this swingeing financial burden to workers in NHS Scotland. UNISON made constructive proposals to avoid this UK Treasury levy being passed on

and keep Danny Alexander's long fingers out of the pay packets of our members.

"Unfortunately, the Scottish Government has chosen to

adopt this measure - it is now the 'Swinney Tax.'"

The NHS Superannuation Scheme has historically operated in surplus and there is no 'black hole' to plug. Monies collected from this pensions levy will not go into the NHS pension pot, and members of the scheme will see no additional benefits to them of these added costs.

Instead, the levy will go directly to the Treasury as part of austerity measures to address a financial crisis - one which was not caused by NHS workers, but by casino bankers.

Willie Duffy, lead UNISON official for Health said: "All our Scottish Health branches will meet early in the new year to discuss how we respond to this latest wave of pay cuts for health workers.

"UNISON Scotland ran industrial action in 2012 in response to the first year of these increased charges and we will discuss our 2013 response in February."

ScotlandinUNISON 100
 MAKE POVERTY HISTORY Edinburgh July 2 2005
 Biggest demonstration Scotland has ever seen

2005: 300,000 march in Edinburgh to Make Poverty History as the banner goes on the Finnieston Crane to welcome UNISON Conference to Glasgow.

UNISON Police Staff Scotland branch takes up the fight

by Malcolm Burns
 Joint Communications Officer

UNISON's new all-Scotland police branch has called on the government to take action and avert disastrous police staff job cuts ahead of the vesting date for the unitary police service on 1 April.

George McIrvine, chair of UNISON Police Staff Scotland, said: "The Scottish government's plan to maintain the headline target number of police officers while cutting tens of millions of pounds out of the budget for the new police service is fatally flawed.

"It will result in up to 3,000 police support staff jobs being cut on top of a thousand which have already gone.

"Meanwhile serving police officers will increasingly be used to backfill jobs - as hundreds already are - which would be better done by our team of trained, dedicated police support staff.

"It is time for the Scottish government to take action - to get around the table with the police authorities and unions to discuss realistic ways of achieving the balanced police service the people of Scotland need and deserve - and to avert this unfolding disaster."

ScotlandinUNISON 100

ScotlandinUNISON Sept/Oct 2005 No. 100

Police and Careers staff actions pay off

2005: The first strike action in the history of Scotland's police staff brought a new pay offer out of Scottish employers.

The police strike began at a minute past midnight on 25 August 2005, with the walkout of control room staff, information assistants, reception and fingerprint staff. Picket lines were set up at Police HQs across Scotland and got wide media coverage.

And in a separate dispute, the threat of action by UNISON members in Careers Scotland was called off after it brought agreement on a commitment from Scottish Enterprise to a new pay structure.

Most divisive government ever

by Fiona Montgomery
 Joint Communications Officer

UNISON president Chris Tansley rallied UNISON's Scottish Council as we went to press with a devastating critique of government economic policy.

In a speech to members in Glasgow, he warned that 'austerity' measures in place now until at least 2018 are hitting the poor hardest, while pay for FTSE 100 senior bosses leapt by 27% to an average of £4m.

"This has become one of - if not the - most divisive UK governments of all time," he said.

"With the majority of public sector cuts still to come, we cannot afford even a moment of complacency."

Chris praised UNISON members across the UK in fighting to protect public services while facing massive job losses, pay freezes and falling living standards.

He said the work building turnout for the October 20 marches in Glasgow, Belfast and London had energised the



Back 'Hope Not Hate' to meet far right threat.'
Chris Tansley, President

public to rally to our cause.

However, the union must focus this year on recruitment like never before, to maintain our strength in bargaining and our ability to resist the worst that employers and government have to throw at us.

He applauded the work on the Scottish Stronger Together recruitment campaign, with more than 4,000 new members joining in the last quarter.

"We have to show members

and non-members alike that in tough times there is only one place to be: in UNISON," he added.

Wishing delegates well in developing the Fairer Scotland campaign in the run up to the 2014 independence referendum, he then turned to his chosen Presidential campaign - Hope not Hate.

Urging branches to support the campaign and its successes in seeing the BNP routed in its heartlands in recent elections, he warned: "Over the next few years local communities are going to have to stand up to fear and hate again.

"The growing economic crisis in Europe and the UK is already leading to higher unemployment and insecurity.

"The far right will as always seek to exploit this, both at the ballot box and on the street, and the Hope Not Hate campaign wants to be ready to meet the threat.

"Hope Not Hate's anti-fascist vision is one that we share in the union movement and it is one to which unions and our members have contributed massively across the past few years."

Campaign to save further education

by Malcolm Burns
Joint Communications Officer

UNISON's college staff in Scotland are stepping up their campaign to save further education.

Regional Organiser Emma Phillips said: "Members working in FE have been facing a double whammy of deep funding cuts and a series of difficult mergers with minimal consultation."

"Our FE committee has been campaigning along with the National Union of Students and other community activists and trade unions."

"Around 1300 UNISON postcards signed by members and supporters calling for an end to short-term cuts and long-term damage will be delivered as a petition to the Scottish Parliament. That is one for every job lost in FE colleges in the last couple of years."

"We are calling on Education Secretary to guarantee: decent funding for colleges; no compulsory redundancies; no more privatisation in colleges; an end to so-called 'back office' cuts - and a Living Wage for all staff whether directly employed or working for contractors."

"We plan to build our campaign with a lobby of MSPs and local campaign initiatives in colleges across Scotland through 2013."

Meanwhile Chris Greenshields, chair of UNISON's Further Education Committee, has told the Scottish Parliament's

Education and Culture Committee that "college regionalisation is about budget cuts not improvement."

In evidence to the committee on the Post-16 Education Bill, Chris told MSPs: "Colleges have already cut over 1300 jobs; courses including vocational courses like aeronautical and aircraft engineering, computer animation, digital gaming, green-keeping, and horticulture have been cut."

"Thousands of people were unable to find a college place this year. We believe that regionalisation could make a difficult situation worse."

If you work in further education please get in touch with the FE committee and get involved with the campaign.

UNISON warns on public safety concerns raised in Audit Scotland report

UNISON has warned that damaging cuts to trading standards and food safety services in environmental health are putting the public at risk when safety should be paramount.

The union welcomed the fact that a new Audit Scotland report highlights the pressures on these essential services and calls for urgent action to strengthen protection for consumers.

Dave Watson, Head of Bargaining and Campaigns, said: "Our members working in trading standards and food



Ayrshire and Arran Health helps Santa

Ayrshire and Arran Health Branch Secretary Ewing Hope pictured in December with Christmas toys to the value of £1,000 which the branch donated to the Salvation Army Toy Appeal in Ayrshire. The appeal identifies families in need via Social Work and other agencies to ensure that children receive a present.

safety, within environmental health departments, tell us about many of the concerns noted in this report.

"For Audit Scotland to find that 'the long term viability of councils' trading standards services is under threat' and to raise concerns about food safety staffing and training levels and loss of expertise demonstrates the seriousness of issues we have raised consistently."

"Members of the public expect to be able to rely on checks being carried out and expect these key services to be properly funded. This is another example of the

enormous damage to vital public services caused by government funding cuts at UK, Scottish and local levels."

The report suggests that COSLA and councils work together to ensure strong national co-ordination for trading standards. UNISON supports co-ordination and collaborative working, but would be sceptical about any suggestion that there should be a national service.

Dave added: "The recent horse meat in burgers scandal also highlighted the importance of independent meat inspection in abattoirs."

Scotland **in** UNISON 100



Jane Carolan
Loss of accountability

Mike Kirby
Effect on conditions

● Call to avoid wholesale housing transfers

1999: A youthful Jane Carolan (now National Policy Chair) and Mike Kirby (now Scottish Secretary) launched a campaign against Housing Stock Transfer.

UK Government attacks health and safety

Scott Donohoe, UNISON Scotland Health and Safety Chair, has warned that planned UK legislation "will mean that over 90% of our members' personal injury claims would fail."

He has sent a briefing out to branches on the implications of the proposed amendment to Section 47 of HSWA 1974.

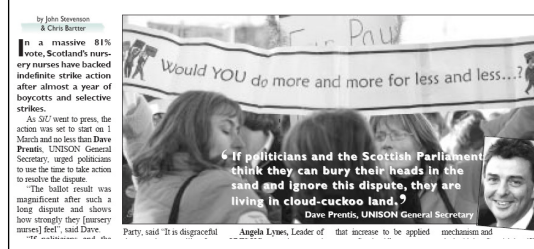
Scott explained: "The House of Lords have made some amendments to the more draconian element of the proposals."

"There are still some opportunities to insert further amendments in the next few weeks."

See <http://www.hazards.org/votetodie/>

Scotland **in** UNISON 100

Indefinite nursery strike unless CoSLA sees sense



And indefinite strike it was - from March 2004 until the last settlement was agreed in June 2004 following a series of strikes running a whole year from May 2003.

Nursery Nurses had lodged a long overdue national claim for a review but CoSLA insisted on local deals.

In the end, it was local deals that settled the dispute but they were remarkably similar across Scotland - increases of up to 10 spinal column points or more meaning several thousands for some workers - and a national early years review followed.

In one of the longest and most imaginative strikes the union has ever seen, Nursery Nurses joined hands across the Forth Road Bridge and demonstrated outside the First Minister's official home as suffragettes.

It also saw the website come into its own for the first time publishing instant news and rebuttals during the dispute.

But the prize must go to the response to CoSLA's refusal to come to the negotiating table. Thousands marched through Edinburgh to the CoSLA office carrying a table at the front with the slogan, "If CoSLA won't come to the table, we'll take the table to CoSLA!"

We want to hear your news

SiU is your paper, we want to hear your stories.
Contact:- John Stevenson (Editor) 0131 558 7488,
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Fiona Montgomery
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The Happy Lands: Epic Fife community film dates

It's the General Strike 1926 - Only seven years after the slaughter of the trenches, millions of workers across the country down tools to take part in the biggest walk out in British history, taking a stand against savage austerity cuts imposed by a Liberal-Conservative government.

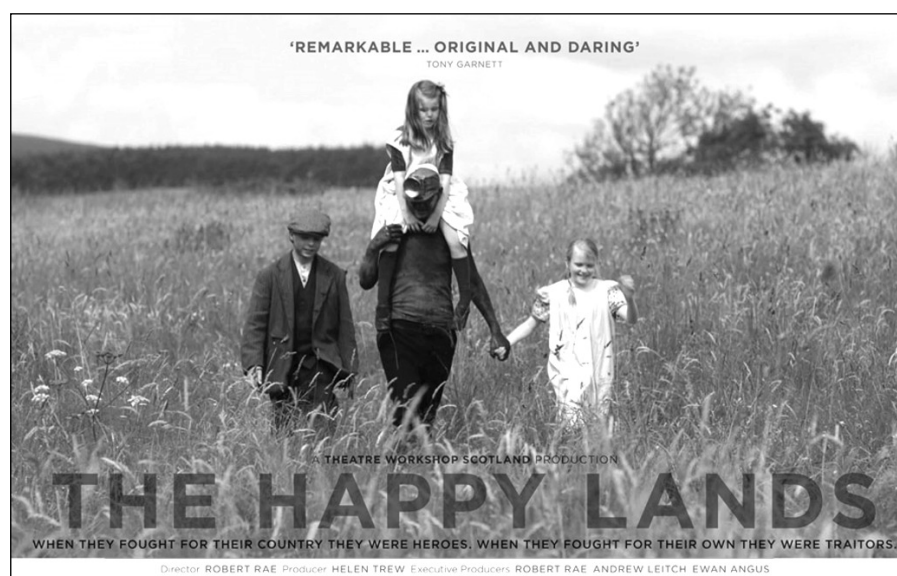
Robert Rae's epic, sweeping portrait of a definitive moment in the history of social justice charts the lives of three Scottish families as they deal with questions of loyalty, honour, love and trust in the midst of the Strike.

Created with over 1000 members of the Fife community, this moving story of the hardship faced by the miners is ultimately a celebration of the indomitable human spirit, which will resonate around the globe.

A game changing work that casts the people of the Fife Coalfield Communities at the heart of their own story and told it in their own voices and imprint it permanently on film.

Theatre Workshop Scotland created an enduring social and artistic legacy that gave many participants what they have described as "the time of their lives".

Scottish dates are now confirmed:



- Glasgow Film Theatre - 17 February
- Clydebank Empire - 18 February
- Blantyre Miners' Welfare - 1 March
- Penicuik Cinema - 3 March
- Eden Court Theatre, Inverness - 10 March
- Adam Smith Theatre, Kirkcaldy - 10 March
- Loganlea Miners' Welfare - 18 March
- Colinsburgh Community Cinema - 26 April

If you've got friends, family, workmates in these communities please

spread the word and encourage them to attend. If you've got access to trade union or other email lists, please publicise the film via those routes.

Look out for the first public review in this weekend's Sunday Mail.

● **The cast includes current and ex UNISON members. See their story of making of the film in SiU April 2012 on the Scotland in UNISON pages on the website and the special web page at www.unison-scotland.org.uk/happylands.**