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Taxis, buses, billboards and talking to people

What branches are doing to recruit new members p3



**PUBLIC WORKS:**

a million voices for public services

November 2012 No. 98

# Scotland *in* UNISON

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

# Thousands demand a future that works

by John Stevenson  
SiU Editor

**H**undreds of thousands of people hit the streets of Glasgow, London and Belfast on 20 October to fight back against austerity, marching for 'a Future That Works' and a 'Better Fairer Way'.

UNISON members were magnificent as their seas of purple and green formed the largest contingents on the marches.

In Glasgow marchers were still in George Square when the GMB pipe band at the front was entering Glasgow Green. The same in London



**Seventy years of social progress will be lost in a decade of destruction. But there is a better Future that Works' Mike Kirby**

where the front of the rally was at Hyde Park before the end had left the Victoria Embankment.

It was a moment drenched in history in Glasgow as protest returned to its George Square home.

A huge screen played back moments from history from the rent strikes in 1916 to the UCS work-in and NALGO's Make People Matter campaign of 1987 which led to the union establishing its political fund.

UNISON Scottish Secretary Mike Kirby told the crowds on Glasgow Green that, in the debate on the constitution: "It's not enough for those seeking our support to propose that



The march passes the UNISON billboard on George Street

this or that power should be exercised in Holyrood or remain in Westminster.

"They need to tell us how they believe that power should be used, and in whose interests. And it's a debate about social justice for all.

"Ordinary people are being asked to pay too high a price, key public services are under attack and politicians need to be told that 'enough is enough'.

"The cuts we are facing across the UK are not about money but about politics. A politics that hates public services and loves to profit from privatisation.

"A politics that sees a workforce engaged in caring and educating not as an achievement to be celebrated but as a problem to be tackled.

"But we shout loudly: 'Why should the jobs and services go if the need

still exists?' Seventy years of social progress will be lost in a decade of destruction But there is a better Future that Works."

In London, UNISON General Secretary Dave Prentis told the Hyde

Park rally "If there is money available to bail out the bankers, there is money available for the NHS and our schools and to get young people back to work.

"Today we march - and tomorrow we march on... Turn to page 2

## UNISON VOICES FROM THE MARCH



**'I'm marching in Glasgow for my children's future.'**  
Amanda Kerr, City of Edinburgh Branch

**'It's a great day for building the future fight. This is a beginning, not an end in itself.'**

Scotland National Executive member Jane Carolan on the London march **More on page 2**



## Banners bright!



The prize for the longest journey must go to Shetland Local Services



The Tayside Police banner gets its last outing before amalgamation.



Despite a 160 mile journey, Aberdeenshire's banner was one of the first in George Square.



Whereas 40 mile-away Edinburgh was one of the last to arrive! Worth waiting for though.

## Prentis: Hands off our services

From page 1

"We march for decent pay that people can live on. We march to defend the NHS. We march to defend our community services. We march for a future that works.

"To the Tories we say: 'Hands off our public services, they are not yours to destroy'", said Dave Prentis.

"We're told there's no alternative - but there is. The government could have the guts to go back to the banks and say: 'You got us into this mess - you get us out of it'.

"We're not here today for the millionaires - we're here for the millions."

In Belfast the ICTU said the rally would "send a message to our MLAs and our MPs from all political parties that we the people are firmly opposed to the failed policy of austerity which destroys lives and futures".

# A sea of purple across Glasgow



PHOTO: ALAN WYLIE

A sea of UNISON purple and green packed Glasgow's streets on 20 October as over 2,000 members arrived from across Scotland to join the 10,000 that descended on the city to demand a Future That Works.

UNISON UK's live blog picked up quotes from marchers along the way. Edinburgh's Amanda Kerr told them: "I'm marching in Glasgow for my children's future". David Harrold said he was marching because: "I'm concerned about the effect of austerity on the services we give the public."

In London, Scotland NEC member and chair of UNISON's policy committee Jane Carolan said: "It's a great day for building the future fight. This is a beginning, not an end in itself."

Speaking to the Daily Record before the march, Kristy Hill from Quarriers Branch said: "I am attending the march because the cuts are having a devastating effect on people, including some of the most vulnerable in society."



PHOTO: ALAN WYLIE



Clockwise from top: A packed George Square, Daily Record supports the march, cheery NHS Glasgow, Clyde and CVS marchers and the Glasgow City banner features as the rally approaches Glasgow Green.

For more pics, videos and stories see [www.unison-scotland.org.uk/oct20](http://www.unison-scotland.org.uk/oct20)

## Glasgow call to halt job cuts

by Ian Leech  
Glasgow City Branch

Glasgow UNISON is calling for a halt to the latest jobs cull in the city.

Branch Secretary Brian Smith said: "We urge Glasgow City Council to use all available financial mechanisms to hold-off any further cuts, while building a campaign to win back the money stolen from the city."

The Council announced in October that it is seeking up to 1000 further voluntary redundancies in order to achieve a target cut of £49 million over the next two years. This is in addition to about 3,000 posts that have gone in the last three to four years.

A further 'targeted' voluntary severance trawl is to be offered not only to staff members over 50 years of age as previously, but also under 50s.



The cuts are further evidence of the depth of the crisis in public spending as a result of Westminster cuts being carried through unopposed by Holyrood and now Glasgow City Council.

Glasgow City UNISON has been joined by the GMB and Unite unions in calling upon Councillors to refuse to make cuts - and instead support the building of a community and trade union campaign based on the setting of a 'Needs Budget' and the demand for the return of millions of pounds stolen from Glasgow's budget in recent years.

## Edinburgh wins equal pay deal

UNISON has won an equal pay deal for thousands of council staff in Edinburgh.

The union agreed a settlement with the City of Edinburgh Council after a long-running battle to secure equal pay claims by up to three thousand workers.

John Stevenson, President of Edinburgh UNISON branch said: "We are delighted for our members that we have been able to successfully settle this long-running case. Equal pay for work of equal value is an important principle - but we aim to ensure it happens in practice too."

The majority of equal pay claims brought by UNISON in Edinburgh were on behalf of women administrative and school-based staff, who argued that their work was of equal value to male manual workers in receipt of bonus payments. The Court of Session agreed with that case and the council has withdrawn an appeal to the Supreme Court as part of the settlement.

The deal covers the period from up to five years before the date of claim.

# WORKING TO MAKE US STRONGER TOGETHER Branches' fantastic effort to bring in new members

by Fiona Montgomery  
Joint Communications Officer

**B**ranches around the country are putting in a fantastic effort to bring in new members.

The 'austerity' agenda of massive cuts, with attacks on services, jobs, pensions, pay and terms and conditions means it's more important than ever to be part of a strong union.

And members are busy taking that message to potential recruits in workplaces around Scotland.

Pictures of lots of events have been put up on the UNISON Scotland blog, Facebook and Twitter, with branches encouraged to do the same with their websites, blogs and social media.

The autumn recruitment drive is backed up by the 'Stronger Together in UNISON' targeted advertising campaign, which is providing a backdrop for local activities in selected areas.

It also gave a boost to UNISON members on Oct 20 in Glasgow, as the march route leaving George Square passed a giant billboard featuring our advert.

A UNISON Adtrailer has been driving around key sites in Glasgow, Lanarkshire, Edinburgh and Lothian so far, including hospitals, council offices, universities and colleges and Scottish Water.

In November it will also be used in Dumbarton/Clydebank, Aberdeenshire, Falkirk and Fife

Taxis emblazoned with the 'Stronger Together' adverts have been booked in Glasgow, Edinburgh, East Kilbride and Clydebank, with the Lanarkshire branches clubbing together to pay for another in Motherwell.

'Streetliner' bus ads are on selected buses in most of the priority areas. We also have ads on a small number of billboards, bus shelters and telephone boxes in the chosen areas, in shopping centres, and a couple of cinemas. Some radio ads are on Northsound, on West Sound and its sister stations in Ayrshire/Dumfries and in Shetland.

Rail station billboards or smaller posters in stations have appeared or will appear in Aberdeen, Glasgow, Falkirk, Dunfermline, Inverkeithing, Stirling, Ayr, Kilmarnock, Dumbarton, Hamilton and East Kilbride.

Imaginative ideas included a 'Spot the Ad' competition in Grampian and the 'Stronger Together' message printed on



'Streetliner' bus ads are launched in Lanarkshire

PHOTO: ALAN WYLIE



The billboard in Aberdeen Station will be seen by thousands every day, excellent South Ayrshire idea for leaflets in payslips and well done to the stewards at SSE in Cumbernauld for great recruitment work at the open day in October.

payslips in South Ayrshire, paid for by the branch.

John Gallacher, Scottish Organiser for the West, said: "The Stronger Together campaign has galvanised organising among branches in the West and generated interest among the wider public.

"UNISON Scotland must ensure the enthusiasm translates into ongoing grassroots activity to build the strength of the union. Ten Fighting Fund posts will be filled soon to boost our efforts

still further.

"In these austere times strengthening the union across all workplaces should be our principal focus."

It is the work done by branches that is important, with the ads a useful backdrop that aims to raise awareness and the profile of the union to support the face to face contact with potential new members.

John Keggie, Scottish Organiser for the East and North,

said: "The recruitment activity is going really well with events and workplace visits planned across Edinburgh, Fife and Central Scotland, Tayside, Grampian, Aberdeen, Inverness and Orkney and Shetland.

"This is just the beginning of a concerted effort to build our membership and influence across all of Scotland. The efforts of branch activists and organisers has been fantastic and we need to keep this momentum going."

## Government line on police numbers is 'economic madness'

**U**NISON has told MSPs that Government direction on police officer numbers is "economic madness."

Scottish Organiser Dave Watson, giving evidence to the Scottish Parliament's Justice Committee, said the new single police force must not be constrained by the Government insisting on maintaining police officer numbers at the arbitrary figure of 17,234.

"UNISON believes that the Scottish Police Authority and the Chief Constable should be able to decide the correct balance of police officers and police staff using Best Value principles", he said.

"They should not be subject to a political direction from the Cabinet Secretary for Justice that effectively restricts cuts to police staffs."

The 17,234 figure limits how the force can make savings. It is the key factor in plans which could see up to 3,200 vital police support staff posts axed, with potentially up to 2,000 police officers taken off fighting crime full time to provide cover.

"Taking trained operational police officers off the streets to perform administrative or specialist tasks – at greater cost, is economic madness. It is also contrary to the Best Value provisions in the Act", said Dave.

"This will return the police service in Scotland to almost the 1980s, with inefficient and outdated police practice."



## Protecting members and giving them a voice must underpin everything we do

by Kate Ramsden  
Communications and Campaigns Ctee

**P**rotecting members' interests and giving them a voice underpinned all of the planning as UNISON's Scottish Committee laid out a work plan for the year ahead at its seminar in Dunblane last month.

The union's lead committee in Scotland agreed a way forward on key policy issues affecting UNISON members, including pay and pensions, the health and social care integration agenda, the forthcoming referendum on independence and devolution within the union.

*It stressed the need to recruit and organise more members to*

*build the strength the union needs to face the challenges ahead.*

Scottish Convener, Lilian Macer, who leads the committee said: "There are a number of important issues facing UNISON in Scotland over the coming year.

"Combating the UK Government's damaging and unnecessary cuts is central to everything we do, and we continue the fight for fair pay and the living wage and for decent pensions for all our members.

"On top of that we also want to have a strong voice in making sure that the Scottish Government's plans for Health and Social Care Integration improves things for the people who use these vital services

**A strong voice to protect members'**

Lilian Macer  
SCOTTISH COMMITTEE SEMINAR

and for our members who provide them.

"We want to make sure that any new method of delivering these services includes arrangements for employer relations that will protect our members' interests and will ensure their involvement in shaping the services. We will be giving advice to branches on working together to influence local plans."



Stephen Smellie, Depute Convener added: "With the referendum on Scottish independence set for 2014, the seminar also set out plans to build on the wide consultation which has already taken place with members on the kind of Scotland we want and to ask questions of both the SNP and Labour on how they will deliver UNISON's vision."

The Scottish leadership will also begin talks with our UNISON colleagues in Cymru Wales and Northern Ireland as well as with the UK union on how best to make sure the union can take account of the different systems of government in the devolved nations.

# Pathways: Why it's important women get involved in union

by Lynne Rankin  
Chair L&O Cttee and East Renfrew  
Branch Secretary

Ten women members from across East Renfrewshire Council came together in September to enjoy finding out more about their union on the Pathways into UNISON course.

Over two packed days, we were also visited by the Scottish Convener Lilian Macer, who told us about her journey to the top spot in Scotland.

We looked at the skills women use in their everyday lives and how these skills can be transferred to a role in UNISON; more about the roles in the local branch; why it is important for women to get more involved in UNISON whilst also having a wee bit of fun!

The course has also motivated some of the women into becoming workplace contacts and potential stewards as well getting them thinking about other learning UNISON could offer to members.

Here are some of comments

**‘The course was relaxed and friendly, and I found out there is more to UNISON than just being a member!’**

from those who attended the course:

“The course was relaxed and friendly, and I found out there is more to UNISON than just being a member!”

“It was good to hear about the good things UNISON does”

“I had a great time meeting other members from across the council and I learned loads too. I’m looking forward to sharing the experience with UNISON members in my workplace”

Pathways into UNISON is a course aimed at getting women involved in their union.

It was originally used to organise women around equal pay, but the activities are flexible and you can use it to suit the needs of your branch.

This just one of many



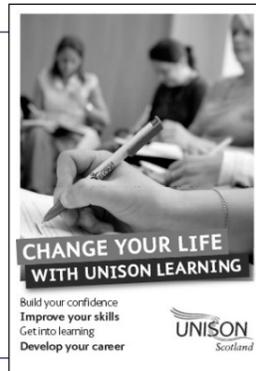
**WEBSITE AND NEWSHEETS: Individual tuition for some of the fourteen activists attending the hugely successful UNISON courses in Edinburgh last month**

courses branches can offer out more, speak to your Area or members - and there may be Regional Organiser. funding to assist you. To find

## New courses 2013

The 2013 course programme and a leaflet for activists' education were going to print as we went to press.

See the website for details or contact Nancy Kelly n.kelly@unison.co.uk or follow UNISON Scotland Learning on Twitter @UNISONScotLearn



## RESEARCH PROJECT Calling all Union Learning Reps - past and present!

**Scottish Union Learning is running a web-based survey of ULRs to find out how you have been helping your colleagues to learn - and what could be done to improve union-led learning in the future.**

If you are or have been a Union Learning Rep, get online at [www.scottishunionlearning.com](http://www.scottishunionlearning.com) and help in this important survey. **Please do this before the closing date of 17 November.**

The research is being led by Professor Patricia Findlay, Professor of Work and Employment Relations and her team at Strathclyde University.

ULRs will not be contacted directly by the research team.

A report on the survey will be made available to unions and Scottish Union Learning.

The research results will not be published externally - the aim is to inform Scottish Union Learning and the unions to help with future strategy.

ULRs can follow Scottish Union Learning on Facebook [facebook.com/scottishunionlearning](http://facebook.com/scottishunionlearning) or twitter.com/unionlearning

# Over the sea to Skye - and a few other places too

by Marta Chaba  
L&O Migrant Workers Fieldworker

I have lived in Scotland for seven years. My training is in social work however I have also worked in the Citizens Advice Bureau in Inverness.

Working for UNISON on the Learning and Organising Migrant Workers project is a fantastic opportunity to use these strands of my experience to support and encourage migrant workers but also all employees to be aware of what trade unions have to offer and in particular to recruit them into UNISON.

Together with the Lifelong Learning project worker for UNISON in the Highlands and Islands, Philippa Clark, I try to visit as many workplaces as possible to tell people about the opportunities for learning funded through Scottish Union Learning and so promote UNISON.

We are particularly targeting the care sector where staff have few opportunities to learn.

We telephone several care homes in an area, ask to meet the manager to explain what we can offer and then meet staff to make them aware of the kind of courses for which we can apply for funding. Computer training is high on



the list of requests.

A visit to a Shetland care home has resulted in a UNISON migrant worker helping me to organise a first aid course - the first activity of this kind on the island.

We approached an ordinary looking house on Skye - a small care home - thinking perhaps we wouldn't have much success only to be met by a manager enthusiastic to work with us to organise a British Sign Language course for nine staff.

What will help UNISON to follow up and build on these

visits is a new Union Learning Rep - Carol Mackenzie.

In her job Carol has to drive around Wester Ross and Skye. She is therefore able and is very keen to call into these small but significant workplaces in our remote and rural communities to get the message across that UNISON is here for them.

So what is paying dividends in the Highlands and Islands is getting into workplaces and using learning to give UNISON a profile where there is little knowledge or experience of trade unions. It is also a beautiful area in which to work!

UNISON Scottish Young Members Committee presents

## Cabaret for Cuba

30 November 2012  
STUC Woodlands Road Glasgow

7.30 - 9pm Drinks Reception  
9pm - 10.30pm: Cabaret and Raffle Draw  
10.30pm - Midnight: Disco with Pulse Parties  
Tickets: Table of 10 £240, Single £25.00  
Includes wine and mojitos and snacks on table

Cabaret from The Famous Three Dance Troupe, Salsa Dances, Singers, Comedy and much more!!!  
Tickets and info: [d.mackay@unison.co.uk](mailto:d.mackay@unison.co.uk)

UNISON Scotland Young Members are raising money from this event to send two young members to Cuba in 2013 as part of the Cuba Solidarity Campaign May Day Brigade

## End of an era as Eddie retires

**An end of an era was how many described their feelings as they gathered last month to mark Eddie Egan's retirement.**



A night of fun, and not a little ribbing, saw Scottish Secretary Mike Kirby, NEC member Sandra-Dee Masson and his pal Mick McGahey (responsible for most of the ribbing) joining others to praise Eddie's contribution.

44 years ago at the age of 16 Eddie started in the health service. He led members in West Lothian and rose to the national executive of COHSE.

He was part of the talks that made the new union of UNISON a reality after each of the unions had made their decision. He went on to chair UNISON Scotland's Health Committee.

Eddie was instrumental in representing NHS members through organisational change, negotiating lifetime protection and critically the no redundancy policy.

Locally in the Lothians, along with Mick McGahey and Tam Waterson, Eddie brought thousands of health workers out of low pay. A deal that gave a rise of over 20% to the bottom of the scale put £135 million on the pay bill, benefitted thousands of workers and was eventually rolled out across Scotland.

Great achievements by anyone's standards.

Retired he may be, but it was clear that Eddie has no plans to cease his commitment to trade unionism.

He spoke passionately about the years of struggle under Thatcher, the challenges we are facing again and the need to treasure the principles that underpin trade unionism and representing working people - "collectivism and solidarity."

UNISON Scotland wishes Eddie a long and happy retirement, no doubt getting regular briefings on what we're up to from Mick McGahey on their renowned fishing forays.

## Oliver Tambo Award for Brian Filling

**B**rian Filling, Chair of ACTSA Scotland and previously Chair of the Anti-Apartheid Movement Scottish Committee, has been presented the Order of the Companions of O.R. Tambo, by President Zuma in Pretoria.

This is in recognition of "a lifetime commitment and effective activity in mobilising international support for the national liberation and the reconstruction of our country, mainly in Great Britain and especially Scotland and other international forums".

**We want to hear your news**  
SiU is your paper, we want to hear your stories. Contact:- John Stevenson (Editor) 0131 558 7488, [webmanager@unison-edinburgh.org.uk](mailto:webmanager@unison-edinburgh.org.uk) or Malcolm Burns [m.burns@unison.co.uk](mailto:m.burns@unison.co.uk) and Fiona Montgomery [f.montgomery@unison.co.uk](mailto:f.montgomery@unison.co.uk)