



**Health Conference:  
Devolution and  
diversity makes  
us stronger - p2**



**HOPE not hate  
2009**  
**STAND UP AND  
BE COUNTED**  
pages 1 & 3

*revitalising*  
**our public  
services**

scottish council activists bulletin

# Scotland *in* UNISON

June 2009  
No. 79

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## European elections 4 June - Why we need to vote

# Vote to keep out the politics of hate

by John Stevenson  
and Malcolm Burns

**A**t a time when people are more disillusioned with politicians than ever before, it would be easy to say 'a plague on all their houses' and vote for none of them.

But the danger is that a vote for nobody could end up being a vote for the BNP on 4 June. 'So make sure you vote - and vote against the BNP', is UNISON's message.

The BNP is relying on a poor turnout so that their percentage of the vote gets bigger under proportional representation, giving them a chance of winning a seat in the European Parliament.

As little as 8% of the vote could get them a seat in some places. Last time in Scotland they only got 1.7% (the UKIP party got 6.7%) but a low poll and protest votes could give them a dangerous foothold.

**'The danger is that a vote for nobody could end up being a vote for the BNP. So make sure you vote - and vote against the BNP'**

A single MEP could deliver the BNP with thousands of pounds a year in salaries, resources and office costs - our taxes being used to promote their politics of hate.

The Euro elections are crucial to our public services.

In the last issue of *SiU*, Jane Carolan urged members to judge the parties on workers' rights, the environment, anti-racism and others - before they cast their vote.

She also called for measures to protect public services from a 'market rules' philosophy.

But those very public services would be at risk under the BNP. It openly says it wants everyone who was not born in Britain to leave and for 'native' Britons to be given priority for jobs.



**Liz Mackay and Pam Urquhart leafletting against the BNP in Inverness as part of events on 'Union Friday' on May 15 - See Page 3**

If the BNP's apartheid policies were implemented our NHS would collapse because 16% of nurses are from minority ethnic communities, as are 40% of new dentists and 58% of new doctors.

UNISON Scotland, together with the STUC and local trade union councils and other unions, is actively supporting Searchlight's "Hope not Hate"  
*More on page 3*

## Public sector pay threats intensify

by Chris Bartter  
Communications Officer

**A**ttempts by some members of the media and big business interests to take advantage of the current economic turmoil to attack public service workers, have unfortunately been picked up by Scottish politicians.

John Swinney MSP has issued the Scottish Government's Pay Guidance which sets the basic limit for pay rises in the sector directly controlled by the government at 1.5%, with a maximum total pay bill increase of 3%.

There is some additional

**'To cut staff pay in a recession simply further deepens that recession'**

*Matt Smith*

flexibility, both in the bargaining arrangements and in the ability to use some non-cash incentives, but Scottish Organiser Dave Watson said:

"Elements within this package are welcome but a 1.5% limit is disappointing for low paid public service workers particularly when the Consumer Price Index is running at around 3%.

"We are also disappointed that the Government has failed to



radically reform the bargaining structures despite the evidence of its failings that we have raised."

However, Glasgow City Council Treasurer, Cllr Gordon Matheson has gone further. Despite all the evidence on the negative impact pay cuts have on the economy and in

apparent ignorance of the many agreements in the Scottish public sector that take pay deals into future years, he has demanded that the Scottish Government freezes public sector pay!

Scottish Secretary, Matt Smith, has robustly defended public service staff pay in the press and on radio.

"All local government staff including teachers, police and chief officials are in the middle of multi-year deals - deals that the employers insisted on."

He said: "Other public service staff - like healthcare workers also have agreed multi-year deals that Labour

*Turn to page 2*

## Shetland backs single status deal

**UNISON** members have voted overwhelmingly to accept Shetland Islands Council's Single Status pay offer. 90% voted to accept in a 50% ballot return

Brian Smith, Branch Chair said: "This is great news for low paid women in Shetland, many of whom will receive substantial pay rises and compensation for being underpaid in the past. The council has invested heavily in the new pay scheme with the result that the pay gap between women and men has been narrowed.

"It has been a long slog but we are delighted to have achieved this outcome with the overwhelming support of members."

Brian added: "In 2007, the council put forward an appalling offer to staff. It didn't deliver equality for women and more than 1000 people were going to lose money. It was thanks to the members of UNISON campaigning that this vastly improved offer was issued.

"Whilst it is still regrettable that anyone is going to lose money, the scale and the extent of this loss has been greatly reduced and we have a salary protection scheme to assist those facing difficulty. The Council are going to give three years of preservation for these people."

## Gearing up for Conference

Around 2,000 UNISON branch, region and self organised group delegates will descend on Brighton from 16 June for UNISON's National Conference.

The economic crisis, pensions, public services, new UNISON structures, equal pay and the NHS are likely to top the agenda along with international issues.

The Conference is the union's supreme policy making body. Scottish Branches have a fair number of motions on the agenda and look set to form key national policies again.

**Delegates will soon get a briefing on Scottish policies and special Conference pack from the Scottish Communications and Campaigns Committee, along with briefings on all the main issues throughout the week.**

While Health members had their own service group conference in April, many other services (like Local Government) will also have their own conferences just before the National Conference.

Look out for reports on Scotland's involvement at [www.unison-scotland.org.uk/conf2009](http://www.unison-scotland.org.uk/conf2009)

## Protest at child detention

**As we went to press, UNISON Scotland was protesting to the government about the detention of an asylum seeking mother and her traumatised four-year-old child in Dungavel.**

And in a letter to the *Sunday Herald*, Kate Ramsden of UNISON Scotland's Social Work Issues Group, wrote:

"If you can judge a society by how its most vulnerable people are treated, what does it say about Scotland that we lock up vulnerable children along with their parent who has fled and is dealing with the aftermath of appalling human rights abuses?"

"This does not just affect the child who is locked up, but also impacts on their friends and their classmates, who see their friend "disappear" and wonder when it will happen to them.

"We have a glowing beacon of legislation in this country in the Children (Scotland) Act but to genuinely live by its principles we all need to fight for an end to dawn raids and the locking up of our children and vulnerable citizens. All it takes is for good people to do nothing...."

For updates, check [www.unison-scotland.org.uk/socialwork](http://www.unison-scotland.org.uk/socialwork).

## Pay threats intensify

From page 1

Government Minister Alan Johnson MP has publicly guaranteed."

Matt Smith also condemned the idea that a pay freeze for public service workers was appropriate during a recession:

"To cut staff pay in a recession simply further deepens that recession, as people have less money to purchase goods and services.

"Is Councillor Matheson seriously suggesting he wants to further depress demand in Glasgow and the rest of Scotland?"

But the seriousness of these threats lie not in the individual actions, but in the way that these fit into the general attacks on the public sector - pay, pensions and services are all in the front line - and members can rely on UNISON to use our resources to defend those essentials.

Matt Smith again: "During a recession is the last time to cut back on the public sector. As the demand for our services grows, the importance of our contribution to the economy - both as individuals and as institutions - becomes more vital."

Members need to use the resources provided by UNISON to challenge media comments - there is already information on campaigning in the local government section of the website [www.unison-scotland.org.uk/localgovt](http://www.unison-scotland.org.uk/localgovt) and the main arguments can be found in the initial version of our 'Public Works' campaign document. [www.unison-scotland.org.uk/labourlink/publicworks5march.pdf](http://www.unison-scotland.org.uk/labourlink/publicworks5march.pdf)

It is also vital that non-members are encouraged to join UNISON - so we can have the maximum impact in defending our services and those who deliver them.

## UNISON backs Scottish Refugee Week - can you help?

by Chris Bartter  
Communications Officer

**Scottish Refugee Week Stakes place 15 - 22 June, and UNISON Scotland will be playing a major part as part of its anti-racism strategy.**

Refugee Week is organised by the Scottish Refugee Council in Scotland, and this year it is based around the theme of HOME.

As part of our involvement, UNISON is to assist with the

organisation and to take part in three community based events in Glasgow.

A **Family Fun Day** in the Hidden Garden, Tramway Theatre - with performances and stalls organised by Govanhill and Pollokshields Integration Network on Saturday 13 June.

The **Kingslink Carnival** in Knightswood on 27 June - which continues the success of the North Glasgow Carnival, and an International Family Day in

Pollock on Thursday 2 July.

Eileen Dinning, UNISON Scotland's Equalities Officer said: "Our anti-racism plan has a major strand of activity, geared to actively engaging with refugee communities and promoting good relations between them and indigenous residents.

"These events bring together people of all nationalities and cultures to celebrate Glasgow's diverse cultures, and are an ideal way for UNISON members to

help achieve our aims. I am writing to all local branches and other activists asking for their assistance in making these events a success."

In addition to these, UNISON is backing the Parliamentary launch of Refugee Week - organized by Bill Butler MSP on 18 June.

If anyone can assist with stalls or other activity in these events please contact Eileen Dinning on [e.dinning@unison.co.uk](mailto:e.dinning@unison.co.uk) - 0141 342 2831.

## Minister: Collaboration in Health Service better than competition

by John Gallacher  
Chair, Scottish Health Group

**Nicola Sturgeon MSP became a regular feature at UNISON's 2009 Health Conferences. At both UNISON's Scottish and the UK Health Conferences she made significant contributions.**

At the Scottish Health Conference in Glasgow's Royal Concert hall, the Cabinet Secretary's main themes promoted the collaborative and integrated Health model in NHS Scotland as better than the English model of choice and competition; the SNP concept of a 'mutual' NHS co-owned by patients and staff; partnership working as a successful model of employee relations; and the 2009 Staff Survey and the new Workforce Strategy for NHS Scotland.

Delegates took the opportunity to quiz her extensively and she answered questions on the private waiting time unit in Stracathro; the review of Nursing in the Community; UNISON's 'Food For Good' Charter; Partnership in Greater Glasgow & Clyde's community health and social care partnerships; public



Lilian Macer

funding of the NHS in the credit crisis; and the Knowledge and Skills Framework.

### On to Harrogate

Nicola carried her theme of the Scottish model of NHS on to the UK Health Conference at Harrogate. Here there was a 'Britain's Got Talent' show, with three health ministers addressing conference - Alan Johnson (England) and Michael McGimpsey (Northern Ireland) as well as the Scottish Cabinet Secretary.

The 2009 Conference demonstrated how seriously the Health Sector takes UNISON'S devolution model and how strength can be drawn from different experiences across the UK.

Lilian Macer, Chair of the UK Health Group said: "It was a



Nicola Sturgeon

fantastic display of how UNISON, as a UK union, has embraced the differences within each of the devolved administrations. Recognising that our diversity makes us stronger."

### Pay Review Body stays

The major debate of the week at Harrogate was on the retention of the Pay Review Body as the mechanism for determining pay rises in the NHS, with superb contributions in debate from Gordon Mackay (Ayrshire & Arran) and Mick McGahey (Lothian).

Scotland argued the time had come to return to free collective bargaining but a card vote confirmed retention of the PRB system.

A hugely successful 'Celtic' Social Event was held in



Tam Waterson

association with Wales and Northern Ireland starring the east coast band 'Rantum Scantum'. £1200 was raised towards the Scottish Health Committee's appeal to raise £2500 for Medical Aid to Cuba.

The Scottish Health Committee has now been involved in four significant events in a row;

- the Branch Weekend School
- the Scottish, and UK Conferences and
- the May Four Nations Policy Seminar (see page 3).

Tam Waterson Chair of the Scottish Health Committee said:

"It's been a good four-in-a-row and in Health we aspire to take UNISON to the next level of organisation and engagement with our membership throughout NHS Scotland."

## Personal assistants and direct payments research goes on the road

by John Stevenson  
SiU Editor

**Landmark research into the employment of Personal Assistants (PAs) through Direct Payments is about to be launched through a series of seminars across Scotland in June.**

An interim report from the research by UNISON Social Work Issues Group and the Scottish Personal Assistants Employers Network (SPAEN) resulted in a series of recommendations to provide better support and training for PAs, guidance on good

employment practices and funding for training.

"Now that the final report is ready to be published, UNISON and SPAEN want to ensure that workers and employers are fully briefed about the issues across Scotland", said Stephen Smellie, Chair of UNISON Scotland's Social Work Issues Group.

So a series of seminars have been set up aimed at UNISON members who work in the direct payments field (such as social workers and Direct Payments Co-ordinators), people who receive direct payments and are either employers of personal assistants or are thinking of employing personal assistants, and personal assistants



Stephen Smellie

themselves.

Stephen urged branches to get members and activists along to the seminars and "make contact with any local disability groups, employers and P.A.s and pass the invitation to them".

**The seminars, from 10.30 -**

**1pm are being held in:-**  
**Edinburgh Friday 5 June** Dean of Guild Courtroom, Council Chambers, High Street.  
**Hamilton Tuesday 9 June** Volunteer Centre, Montrose Crescent

**Aberdeen Friday 12 June** The Aberdeen Foyer, Marywell Centre, Marywell Street

The agenda at the seminars will include a presentation on the research by Stephen Smellie UNISON and Peter Brawley SPAEN. UNISON Legal Officer Suzanne Craig will cover the legal responsibilities of employers and the legal rights of personal assistants and a speaker from SPAEN will cover accessing advice for employers.

## Union Friday - successful day of anti-BNP action

by Malcolm Burns  
Information Development Officer

**UNISON members and supporters, along with the STUC and other unions were out in force across Scotland on Union Friday 15 May with the message: "Stop the BNP - use your vote against the fascists in the European elections on 4 June."**

The Scottish campaign was part of Hope not Hate's Union Friday initiative, and included lunchtime street stalls in Glasgow, Edinburgh, Dundee, Aberdeen and Kilmarnock, as well as Inverness and Perth.

UNISON Scotland Equalities Officer Eileen Dinning, who was in charge of the Glasgow stall,

said: "The most heartening aspect was the number of young people who wanted to get more information and were passionate about their hatred of what the BNP stands for."

"The future's looking bright - but we need everyone to get out and vote on 4 June."

Hardy activists braved rain and wind in many places, and shifted large quantities of UNISON anti-BNP leaflets. Other materials included Unite



Hamid Rasheed and David McPhee leafletting in Perth

Against Fascism leaflets, and Show Racism the Red Card's in short order. Other materials included Unite football team posters also proved No Pasaran!

popular as always.

In a well co-ordinated Scottish trade union day of action, PCS activists also leafletted rail stations in Glasgow, Edinburgh, Dundee and Kirkcaldy.

The STUC Black Workers Committee and supporters leafletted commuters at Glasgow Queen Street station.

There was a great response from people in the street to the lunchtime stalls and at least in Glasgow city centre campaigners faced down some vile BNP leafletters who quit

## Scotland hosts Health colleagues from UK nations in devolution seminar

by Nicola Morris  
Area Organiser

**Ten years after devolution in Scotland, representatives of UNISON's Health Service Group from England, Wales and Northern Ireland joined members of the Scottish Health Committee at their AGM and Policy Seminar in Edinburgh.**

Taking part in a special seminar, focusing on devolution and the Healthcare Service Group in UNISON, members considered the impact of devolution, common issues where lessons can be learned, and how an effective relationship in terms of health policy, the bargaining agenda and organising in healthcare in the

four nations can be developed.

Commenting after the seminar John Gallacher, Secretary to the Scottish Health Committee, said:

"Joining with our UNISON colleagues to discuss the divergence of health policy between the NHS in England and the devolved nations, has allowed us to identify challenges and share ideas and best practice."

"Many challenges face UNISON members working in the NHS everywhere but the experiences of our healthcare activists from across the UK make it clear that union organisation, communication, effective political engagement and involvement in real partnership models, will deliver the best representation."



Photo: Douglas Robertson

L to R at the Scottish Parliament: Hugh McDyer Chair Cymru/Wales Health, Maura McKenna Co-Chair NI Health, Lily Kerr Head of Health NI, Noel Muldoon Co-Chair NI Health, Tom Waterson, Chair Scottish Health, Lilian Macer Chair UK Health Service Group, Dave Galligan, Head of Health Wales, John Gallacher Secretary, Scottish Health Group.

## Campaign for a Scottish Living Wage launched

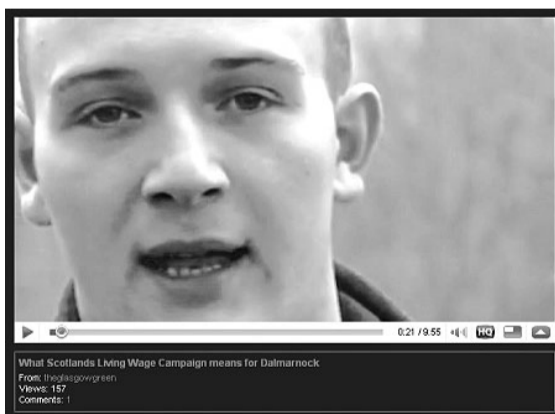
by Malcolm Burns  
Information Development Officer

**The campaign for a 'Living Wage' in Scotland of at least £7 per hour was launched on 5 May in Dalmarnock, Glasgow - the community which will be at the heart of the Commonwealth Games in 2014.**

The choice of Dalmarnock for the launch of the Scottish Living Wage Campaign reflects a UNISON Scotland focus on building community links within the East End of Glasgow with a view to establishing the Commonwealth Games 2014 as a living wage games.

UNISON Scotland was responsible for the production of a film exploring the experience of low pay amongst young people in Dalmarnock which was premiered at the campaign launch.

As Kenny Faulds, a young



Kenny Faulds in the campaign video: See the film at the UNISON Scotland YouTube channel [www.youtube.com/user/UNISONScotland](http://www.youtube.com/user/UNISONScotland)

community activist featured in the video, says: "Supporting the campaign for a living wage means supporting sustainable local communities."

The aim of UNISON and the East End activists is to make sure that the people in some of the poorest communities in Scotland will benefit from meaningful jobs with a living wage in the run up to the Games, and also as part of a legacy which continues long after 2014.

for the city's initiative in establishing a Living Wage of £7 per hour for all its workers.

Mr Purcell said: "It is simply unacceptable that almost one in five of Glasgow's workers are paid less than £7 an hour and the Glasgow Living Wage has the potential to make a huge difference to thousands of families across the city."

UNISON Scotland has been actively involved in building the



At the campaign launch, the leader of Glasgow City Council Stephen Purcell accepted the first ever Living Wage Employer Award

Scottish Living Wage Campaign over the past year. Members and branches will be actively engaged in ensuring that the Glasgow example

is replicated in the City Council's own arm's length bodies such as Culture & Sport Glasgow, as well as its suppliers - not least for the Commonwealth Games - and also by an increasing number of public sector employers across Scotland.

The Scottish Living Wage Campaign is also supported by a range of community, trade union and campaigning organisations including the Scottish Trade Union Congress (STUC), the Poverty Alliance, the Scottish Churches Social Inclusion Network and the Scottish Interfaith Council.

Link to Briefing on Scottish Living Wage Campaign

[www.unison-scotland.org.uk/briefings/206livingwage.pdf](http://www.unison-scotland.org.uk/briefings/206livingwage.pdf)

## Keep the BNP out

From Page 1

campaign to keep the BNP out.

UNISON Scotland has also been working with other anti-fascist and anti-racist campaigns including Show Racism the Red Card (SRTRC) and Unite Against Fascism (UAF) to co-ordinate activity in the lead up to the European elections.

## Climate Change and the labour movement

by Fiona Montgomery  
Information Development Officer

**How can the labour movement best respond to climate change and build social justice and sustainability?**

That's the focus of an important event on June 20 that aims to set up a new network in the Scottish labour movement.

Richard Leonard from GMB, Stephen Boyd of the STUC and Matthew Crighton from Edinburgh UNISON, will speak on 'Climate Change and the labour movement'.

It starts at 10am on Saturday 20 June, in the STUC, Woodlands Road, Glasgow, with the aim of finishing in time to allow people to attend the 'Crunch Time for Trident' rally in Kelvingrove Park.

Matthew said: "The left needs convincing solutions to the problems of climate change so it can take its place in the movement for a sustainable future."

"The environmental crisis and the economic crisis both demand a new global order - one which binds governments and global institutions to an effective treaty which puts people and their environment first."

"Right now, we should know what we want from the UN talks in Copenhagen in December and be campaigning hard for it."

"Once we have a Scottish Climate Change Bill the left should be able to explain how we make the economic and technological changes needed to hit its targets, building social justice as well as sustainability - a green conversion plan."

To register send your name, union, email address and phone number to City of Edinburgh UNISON, 23 George IV Bridge, Edinburgh EH1 1EN. Email: [branchoffice@unison-edinburgh.org.uk](mailto:branchoffice@unison-edinburgh.org.uk)

Further information from: [matthewcrighton@googlemail.com](mailto:matthewcrighton@googlemail.com)

## Scotland NHS credit union

The Scottish Health Conference also heralded the roll-out of the credit union originally established in Glasgow's Southern General Hospital by Robert Rae (Regional Organiser) and others. This CU will now be available to all NHS staff in Scotland!

## Sign up now for new UNISON Scotland courses

by Lynne Rankin  
Learning & Organising Cttee

**The new activist training programme kicked off in April this year and the courses are filling up fast.**

There are courses available to suit all stewards and representatives regardless of your experience, as long as you meet the minimum criteria for the course - please speak to your branch education officer or contact the Learning & Organising Unit on 0141 342 1203.

Don't worry if you haven't done any training for a while - the courses are relaxed, and are a mixture of new stewards starting



out and more experienced activists looking for refresher training.

You'll learn loads and meet activists from across all UNISON service groups.

Here are some of the comments made by the class participants at the Stewards' Introduction course in Edinburgh on 28-30th April tutored by Bob Steele and Lynne Rankin

Emma, (pictured above), a new steward who works in the Community & Voluntary sector for Enable in Edinburgh, attended the course and said "the course had a really relaxed atmosphere, a nice crowd and I felt really comfortable."

"The tutors made everyone feel at ease, and it was very enjoyable. I learned more than I thought I would and look forward to attending further courses such as Grievance and Disciplinary soon."

Linda (pictured right), an experienced steward for many years with Lothian and Borders Police branch, attended the course to gain accreditation.

She said: "Although I initially felt a bit foolish going along to course but even an experienced



steward and health and safety rep like me learned a lot and generated loads of new ideas that I am looking forward to putting into practice both at my branch and in the workplace.

"I enjoyed meeting other stewards and the experience has made me interested in further training available."

## Which Way to Equal Pay? - UNISON launches national advert campaign

**UNISON Scotland has launched a campaign to highlight the consequences for workers who have been drawn to so-called "No Win No Fee" solicitors.**

In a national advertising campaign UNISON highlights the fact that the Court of Session recently awarded an interdict to prevent a prominent No Win No Fee firm pursuing an Edinburgh homecare worker for payment.

Cross & Co have recruited thousands of Scottish workers in their equal pay campaign, but a growing number of workers are now following Edinburgh carer Jacqueline Quinn and switching to the free legal service provided by UNISON.

### Which way to Equal Pay?

<p><b>'No Win No Fee'</b></p> <p>Compensation reduced by fees Lawyer Fees 10%+VAT CAUTION Other charges may apply</p>	<p><b>UNISON</b></p> <p>Free legal service Full compensation Help with attempted deductions Zero Cost Guarantee</p>
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The Stefan Cross contract seeks to charge his clients if they change their mind and pursue their claim through their union.

In Jacqueline Quinn's case, the charge was £500 for every six months.

However there was also

provision for additional charges in the contract.

These could require additional payment by Jacqueline Quinn if she continued to pursue her claim - even if Stefan Cross was no longer acting on her behalf.

A UNISON spokesperson said:

"We are delighted that the Court of Session has declared that Jacqueline Quinn's contract with Stefan Cross is void.

"The interdict gives Jacqueline the peace of mind she was looking for. We can now get on with the business of fighting for equal pay for her and her UNISON colleagues.

"Our advertising campaign is very simple - we are keen to let other members know that UNISON believes that equivalent charges should be unenforceable.

"Where our members encounter problems similar to Jacqueline Quinn we will help them."

For more details and to access UNISON Scotland's Equal Pay Contact Point, see [www.unison-scotland.org.uk/equalpay](http://www.unison-scotland.org.uk/equalpay)

## Green UNISON Day - 5 June

**UNISON has designated World Environment Day (WED) on June 5 2009, as 'Green UNISON Day'.**

Actions have been arranged for UNISON offices around the UK, including in Aberdeen, Edinburgh, Glasgow and Inverness.

It will be a 'green travel' day and staff will have the opportunity to check their carbon footprint.

Branches in Scotland are being encouraged to write to employers to seek to negotiate a green workplace agreement.

Ideas for action on the day are in a WED Briefing on the UNISON Scotland website.

WED was established by the United Nations in 1972 to mark the opening of the Stockholm Conference on the Human Environment. It is one of the main ways that the UN uses to raise awareness of the environment.

Meanwhile, there is still time, as the Climate Change (Scotland) Bill passes through the Scottish Parliament, to email MSPs, asking them to make it stronger. **Just click on [www.unison-scotland.org.uk/greenworkplace/respondmsp.html](http://www.unison-scotland.org.uk/greenworkplace/respondmsp.html)**

## Web updates

New briefings on the website include Police Civilianisation, the draft Housing Bill, Housing in a Recession Briefing, the Law on Redundancy, new Disciplinary and Grievance Procedures and comment on the Kerelaw Report. Check them out at [www.unison-scotland.org.uk/briefings](http://www.unison-scotland.org.uk/briefings)

## Updating political strategy for campaigns ahead

**UNISON Scotland is beginning to frame 'key asks' for the next Scottish Parliament elections - and is seeking the views of branches, service groups and activists like you to help influence the next government of Scotland.**

The Scottish Committee has been reviewing the Political Strategy for the period up to the next Scottish Parliament elections in 2011.

Dave Watson, Scottish Organiser with responsibility for policy, said: "All the parties are beginning their manifesto processes this year.

"Our aim is to develop about a dozen core policy 'asks' that we will campaign around in the manifesto process. These need to be realistic goals that are likely to command at least a

parliamentary majority after May 2011. We'll be seeking views on these 'asks' over the next few months so we can bring proposals to the Scottish Committee in August."

UNISON has a formal say in the Scottish Labour Party policy process but will also take opportunities to pursue the same agenda with the other parties.

The political strategy will focus on the impact of the economic position on public expenditure and public services.

"We have already begun to reflect current economic realities with a new focus on the role of public services in a recession," said Dave Watson. "We are adapting our 'Revitalise' manifesto in a campaign badged as 'Public Works' with the themes: 'Build for the future; deliver high quality services; and

provide well-paid secure jobs'. We will look to develop a positive reform programme on local government finance and pay policy including tackling equal pay."

While the majority of UNISON members work in devolved areas, the strategy will also take into account the fact that there will be a UK general election within a year - with important implications for the Scottish budget and the constitution.

Look out for the next issue of the 'Policy' bulletin from the P&I Team for more on the 'key asks' and ways in which branches and members can contribute to the Political Strategy review.

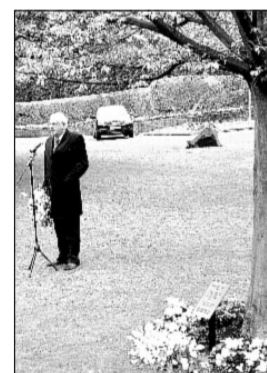
\* If you have any suggestions for 'key asks', you can email them to Scottish Organiser Dave Watson at [d.watson@unison.co.uk](mailto:d.watson@unison.co.uk)

## Call for official Workers' Memorial Day

**After the biggest participation yet in Workers Memorial Day on 28 April, UNISON has again called for the government to recognise the Day officially.**

UNISON branches across Scotland took part in ceremonies organised by Trade Union Councils.

Scott Donohoe, Chair of UNISON Scotland's Health & Safety Committee said: "At a time when business interests are lobbying for Health & Safety regulations to be relaxed as 'costly bureaucracy', deaths of workers at Stockline and in the North Sea remind us all that safety at work is vital - not a burden on business.



UNISON's John Stevenson speaks at the Edinburgh Memorial Tree

"UNISON is calling on the government to take a lead from this activity and formally recognise Workers Memorial Day to remember dead colleagues and make

employers think twice about health and safety."

Ceremonies took place - and City Chambers' flags flew at half-mast - in Glasgow and Edinburgh.

Louise Adamson from Families Against Corporate Killers will spoke in Bonnyrigg and in Fife a ceremony took place in Beveridge Park, Kirkcaldy.

Glasgow City branch organised a week of safety inspections and South Ayrshire branch dedicated five trees in a woodland to be a memory to every worker who has lost their life at work or to a work related disease.

## We want to hear your news

SiU is your paper, we want to hear your stories. Contact:-  
John Stevenson (Editor) 0131 220 5655, Chris Bartter 0870 7777 006, FAX PRESS RELEASES to 0141 331 1203  
E-mail: [webmanager@unison-edinburgh.org.uk](mailto:webmanager@unison-edinburgh.org.uk)