

# UNISON

Scottish Fire and Rescue Service

# UNISON IN

Newsletter for Scottish Fire and Rescue Support Staff: Summer 2013

## FIRE MATTERS:

### UNISONS SCOTTISH FIRE & RESCUE SERVICE NEWS

Welcome to our new branch and branch newsletter. UNISON SFRS represent UNISON support staff members employed in the new Scottish Fire & Rescue Service.

We negotiate for better pay and conditions, help individuals in trouble and campaign for a safer and fairer society.

UNISON is Britain's biggest public service union and we represent more than 1.3 million members across the UK's public services.

## ABOUT UNISON

UNISON members are people working in the public services, for private contractors providing public services and the essential utilities. Most people join a union because they want protection at work - help with pay and conditions of service, legal or health and safety advice or representation in case things go wrong at work. That's what we're here for.

UNISON negotiates on pay and working conditions at every level - local, regional and national. But we also do a lot more. Being a UNISON member gives you a range of benefits and unbeatable deals.

Every member of UNISON belongs to a local branch which is made up of people working for the same employer. Local stewards are there to represent you at work and help find the answers to your problems. They are volunteers and play a vital role in recruiting new members and organising your branch. If you have a problem, talk to your local steward. If they can't handle the problem on their own, they can talk to other branch officers or full - time union experts on your behalf.

Anyone can face problems at work sometimes but if you are a member of UNISON, you don't have to face them alone. We can provide advice or representation on things like pay, rotas, leave and sickness procedures. We are also there to help you make sure your workplace is healthy and safe, support you in case of disciplinary action, dismissals or redundancy.

**DON'T LOSE SLEEP OVER YOUR JOB SECURITY.**

**OUR HELPLINE STAYS OPEN UNTIL MIDNIGHT.**

From **£1.30** a month

Join UNISON now.  
Call free on 0800 171 2193 or visit [joinunison.org](http://joinunison.org)

# SCOTTISH FIRE & RESCUE

# UNISON: HERE WHEN YOU NEED US

# Raising YOUR Issues at the Scottish Parliament

**On Tuesday 18th June, Sarah Duncan, Regional Organiser, gave evidence to the Scottish Parliament’s Justice Committee on behalf of UNISON.**



Sarah Duncan, Regional Organiser, giving evidence at the Scottish Parliament

that the service continues—no one will really have noticed the creation of a single service on 1st April, which is to every employees credit—we must recognise that the reform has taken place during a period of great uncertainty for support staff. “

Sarah was joined by Nick Croft from the City of Edinburgh Council and John Duffy FBU. Another panel gave evidence that consisted of Alastair Hay, Chief Fire Officer, Dave Boyle Assistant Chief Officer on behalf of SFRS and Pat Watters on behalf of SFRS Board.

Sarah told the Committee “To be honest, at present our members are concerned about whether or not they have a job. The impact of the £19 million budget cut the fire service must absorb is being felt mostly by support staff. They are being matched into jobs at present, and some are having to go through a

competitive matching process, which makes things very uncertain for them. They are unsure of what their future pay grade will be, because that will have to be reviewed, and the properties out of which the SFRS operates will be rationalised. We are involved in that process, but it is very difficult. People are not sure at present what their job will be, how much they will be paid or where they will be working.

“Although our members are doing an admirable job of ensuring



Derek Jackson, UNISON steward & Sarah Duncan, Regional Organiser, outside the Scottish Parliament



Derek Jackson meeting with members

## OUR MEMBERS

The creation of the new Scottish Fire and Rescue Service has given us a unique opportunity to organise and campaign on your behalf. We have been recently visiting workplaces across the East Service Delivery Area and we are currently arranging dates to go to visit workplaces in the West and North Service Delivery Areas. The meetings that we have had throughout the East Service Delivery Area have been well attended and members have been able to give us their views on what is happening within their workplace. We have been able to identify problems at these meetings and then successfully been able to go on and sort them out for the member(s) involved.



We like to keep our members informed with what we are doing. If you think that your details aren't up to date, please let us know the changes and return them to Interim Branch Secretary.

NAME:	
ADDRESS:	
PHONE NO:	MOBILE:
EMAIL:	
MEMBERSHIP NO (If known):	



## DEREK JACKSON: UNISON STEWARD

I started my working life at Rosyth Royal Dockland in 1984 and worked in various jobs until I finished in 2003 as a Health Physics Monitor which involved being in control of restricted areas (Radioactive) and carrying out various surveys and air sampling, making sure these areas were safe to work in. Rosyth Royal Dockyard got privatised in 1988 and taken over by Babcock. When I left in 2003 as part of a streamline project after losing

the Nuclear contract to Devonport, I worked for a local plumbing firm for 3 years as a Plumbers mate and learned a few new skills along the way. I became a driving instructor in 2006, which I did for about 18 months before moving onto the Royal Mail where I was a postman for about 18 months before leaving to join the Fife Fire & Rescue Service as a Hydrant Technician. I soon became the Health & Safety Rep for support staff at Thornton (ex Fife HQ) and later also became a Shop Steward. I completed Stage 1 & 2 of TUC Health & Safety course then attended Gullane (Scottish Fire Training College) where I

completed my IOSH Managing Safely course. I took up these posts within UNISON because I found them interesting and I found that I could make a difference within my workplace by making it a safer place to work.

I have now been involved as Interim Branch Secretary since April 2013 and have enjoyed every minute of it. It is very challenging as well as rewarding when we see members treated wrongly then we can reverse the issues.

We still need members to play a more active role within this branch and if anyone out there would like to be more active then please feel free to contact me.

### GET IN TOUCH Contact Derek

**WRITE TO:** Derek Jackson, Fife Fire & Rescue HQ, Strathore Road, Thornton, Fife, KY1 4DF

**CALL:** 01592 774451 ext 2069

**EMAIL:** [Derek.Jackson@firescotland.gov.uk](mailto:Derek.Jackson@firescotland.gov.uk)



Be our facebook friend: *UNISON Scottish Fire & Rescue Service*

Follow us on twitter: *UNISON\_SFRS*



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### How can you get more involved?

SFRS UNISON members will have their own branch soon, merging members from 8 different branches across Scotland into one – just like the employer merger but without the matching hassle for members! UNISON branches are run by members, for members and are only as effective as the people who get involved. We need reps from workplaces across Scotland, to ensure that the negotiations on terms and conditions, policies and structures properly reflect your concerns. There will be monthly branch meetings where reps will get updates from the regional negotiators and can discuss workplace issues and full training will be provided. Time off will be given to attend meetings. Becoming a workplace rep is your chance to become better informed and to have an influence over how things develop. If you're interested in finding out more please contact Derek on Tel: 01592 774451 EXT 2069 or email: [Derek.Jackson@firescotland.gov.uk](mailto:Derek.Jackson@firescotland.gov.uk)

## What has UNISON done for us in SFRS?

- We have established a good partnership with SFRS management. There are now regular meetings between support staff and senior managers and HR business partners, and facility time has been provided to Derek Jackson, our Interim branch secretary. We've been very frank, reporting back staff concern about the uncertainty you feel and the need for more effective communication from all levels of management. We have also got involved in several individual cases for members.
- We've commented on the change management policies, including Pay Protection, Redeployment, Relocation and Voluntary Severance and Early Retirement. All these policies with the exception of Pay Protection have now been agreed by the recognised unions and will be put to the Board on 27 June. These policies underpin the matching process which is taking place at the moment. Discussions are continuing on pay protection. Other policies, including Travel and Subsistence, Maternity, Paternity and Adoption Leave and Absence Management will be consulted on soon.
- UNISON is involved in the Strategic Intent process, looking at SFRS properties. This is a very difficult issue and we will consult our members on the outline business case when it is available – probably in autumn 2013.
- We've also agreed to conduct a joint staff survey later in the year to measure staff engagement and views on the organisation. Both SFRS management and UNISON recognise that there are issues with morale at the moment, but we agreed that a survey should take place once the matching process has been completed.

## Join UNISON — your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR STEWARD OR POST TO THE ADDRESS ON THE BACK PAGE

### 1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
First name				Other initial(s)
Surname/Family name				Date of birth / /
Home address				
Postcode				

National insurance number (from your payslip)

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#### How would you describe your ethnic origin?

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian Other	<input type="checkbox"/> Black UK
<input type="checkbox"/> Chinese	<input type="checkbox"/> Black	<input type="checkbox"/> Black Other
<input type="checkbox"/> Indian	<input type="checkbox"/> African	<input type="checkbox"/> White UK
<input type="checkbox"/> Pakistani	<input type="checkbox"/> Black Caribbean	<input type="checkbox"/> Irish
<input type="checkbox"/> Asian UK	<input type="checkbox"/> White Other	

Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

Contact tel/voice/text/email

### 2. YOUR EMPLOYMENT DETAILS

Employer's name
Your job title/occupation
Department/section
Workplace name and address
Postcode
Payroll number (from your payslip)

### 3. WHAT YOU WILL PAY – FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

Weekly pay	Annual pay	per week	YOUR SUBSCRIPTION—WHAT YOU PAY per month	Band	Please tick the appropriate box to indicate how often you are paid
Up to £38.47	Up to £2,000	£0.30	£1.30	A	<input type="checkbox"/> Weekly
£38.48–£96.16	£2,001–£5,000	£0.81	£3.50	B	<input type="checkbox"/> Fortnightly
£96.17–£153.84	£5,001–£8,000	£1.22	£5.30	C	<input type="checkbox"/> Four Weekly
£153.85–£211.53	£8,001–£11,000	£1.52	£6.60	D	<input type="checkbox"/> Monthly
£211.54–£269.23	£11,001–£14,000	£1.81	£7.85	E	<input type="checkbox"/> Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.
£269.24–£326.92	£14,001–£17,000	£2.24	£9.70	F	
£326.93–£384.61	£17,001–£20,000	£2.65	£11.50	G	
£384.62–£480.76	£20,001–£25,000	£3.23	£14.00	H	
£480.77–£576.92	£25,001–£30,000	£3.98	£17.25	I	
£576.93–£673.08	£30,001–£35,000	£4.68	£20.30	J	
£673.08+	over £35,000	£5.19	£22.50	K	

### 4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

### 5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only
 

<input type="checkbox"/> Affiliated Political Fund	<input type="checkbox"/> General Political Fund
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Now please sign and date below

Signature

Date

#### OTHER WAYS TO PAY

direct debit  cheque

(please tick if appropriate)

If you have been a member of a trade union before, please state which one:

#### DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.