



‘The Craft of Chefs’

Members Campaign Pack

This Campaign Pack contains:

- A copy of our pay claim on behalf of Chefs and associated staff;
- A copy of our NHS Food for Good Charter;
- A model letter for you to send to your MSP. If you do not know who your MSP is then you can find out by entering your postcode on the Scottish Parliament website at <http://www.scottish.parliament.uk/msps/index.htm> or calling the Parliament on (0845) 278 1999. Remember you have a Constituency and list MSPs. Concentrate on your Constituency MSP but if you are really keen write to the list ones as well. **It is the summer recess so write to their Constituency Office.** If you need a hand contact your Branch Secretary or call Simon Macfarlane or Wilma Kennedy on (0870) 7777 006.
- A petition in support of our charter. Please get as many copies of this completed and returned ASAP but definitely by 31 August 2003. More copies can be obtained from your Branch Secretary, Simon or Wilma or on the Ancillary Sector page of the UNISON Scotland Website: <http://www.unison-scotland.org.uk/nhs/chefs>

Please do use this campaign pack. If you want us to win then you must get active. We can't do it without you! ***Finally if you are a member covered by the claim and have access to email please email s.macfarlane@unison.co.uk with a note of your email address.***

More copies of this campaign pack are available on the UNISON Scotland Website.



'The Craft of Chefs'

Pay and Conditions
claim on behalf of
UNISON Chefs and
Associated Staff

Submitted by:

UNISON Scotland
14 West Campbell Street
Glasgow G2 6RX
(0870) 7777 006

For more information contact Simon
Macfarlane s.macfarlane@unison.co.uk

UNISON Scotland believes that for too long Cooks and associated staff within the Scottish Health Service have been drastically undervalued and under paid. This claim seeks to alter this situation once and for all.

UNISON is a progressive 21st century union with two thirds of our membership being women. Equality issues are of vital importance to UNISON members and this claim seeks to redress the discrimination that sees a female Chefs earn less than a male plumber does. The NHS is potentially liable for a large number of equal pay claims, which when taken through the Employment Tribunal system are expensive and damaging to the organisation, staff and morale. It makes far more sense for the employer to work together with staff and UNISON to come to a mutually acceptable way forward.

The vocational qualifications required today to become a cook, the SVQ Levels 2 & 3, are at exactly the same level as those required by a plumber. Yet the difference in pay between the two in the NHS is stark, UNISON believes that gender is the central factor on this with almost exclusively male crafts being valued and rewarded higher than those that are not.

Comparative Qualifications

Cook/Chef – In Scotland Modern Apprenticeships in catering, to at least SVQ Level 3, usually takes three years. The other main entry routes are direct entry to work as a trainee cook with day release or block training while in work, usually for SVQs. Also, entry to work after a full time college course leading to a Scottish Group Award, General Scottish Vocational Qualification, National Certificate or SVQ in Hospitality or a more specialised subject such as Food Preparation and Cooking or Professional Cookery. **SVQ level required to qualify as a cook; Title – SVQ Food Preparation and cooking : Level 3.**

Plumber - In Scotland, Modern Apprenticeships in plumbing lead to SVQ Levels 2 and 3 and usually take three years. Modern Apprenticeships combine training at a company (practising plumbing skills in the workplace) with learning skills and knowledge, usually by day or block release at a college of further education. **SVQ level required to qualify as a plumber; Title - SVQ Mechanical Engineering Services: Plumbing : Level 3.**

Chefs and associated staff in the modern NHS have taken on ever increasing responsibility in recent years. Patients and staff rightfully demand the highest standards of food hygiene and food safety and our members are at the forefront of delivering this. H.A.C.C.P., constant training and monitoring to ensure that the latest standards and best practice are adhered to is the routine for staff.

UNISON believes that cooking is a craft like any other and should be remunerated and conditioned as such, thus UNISON claims the following pay rates (based on 1/4/02 rates):

Job Title	Applicability and Assimilation Guide	Example Duties	Grade & Rate
Trainee Cook	Apprentices and other staff appointed who will be expected to attain the SVQ level 2 & 3.	Learning the job, attendance at college, studying.	Year 1 £201.29 per week Year 2 £232.26 per week Year 3 £246.72 per week until the SVQ 3 is attained at which point they will go onto the grade rate for a Cook. This is an amended version of the Craft Apprentice Pay Rates.

Assistant Cook	Any cook qualified to SVQ level 2 or equivalent, should be a genuine <u>assistant</u> working under a cook. Can work on own initiative and is involved in food preparation. Existing staff not required to have qualification to assimilate to this pay point. Staff who wish should be offered training to at least SVQ level 2.*	Food preparation. Discreet areas of responsibility e.g. Salads.	Craft Assistant £246.72 per week
Cook	Any cook qualified to SVQ level 3 or equivalent. Can work on own as sole cook in kitchen. Existing staff not required to have qualification to assimilate to this pay point. Staff who wish should be offered training to at least SVQ level 3.*	Cook food. Supervise Catering Assistants in Kitchen, Trainee and Assistant Chefs. Assists in menu planning and responds to changing situations such as supplies difficulties. Oversee Therapeutic diets. May work as a sole cook.	Craftsperson £331.02 per week
Assistant Head Cook	A cook who supervises other Chefs and who deputises for the Head Cook.	As per cook. Deputise for Head cook. Assist in rostering. Assist in ordering.	Craft Technician £347.91 per week
Head Cook	Manages all Chefs and kitchen Catering Assistants.	Responsible for ordering, staff rosters. May have some budgetary responsibilities.	Craft Supervisor £368.48 per week
Kitchen Superintendent	Overall Manager of whole Catering Operation in one site, or a number of smaller sites, works directly under the Senior Manager.	Overall responsibility for staff in Kitchen, dining area and washing up areas. Assist and deputise for Catering Manager.	EO3 from the PTB Handbook Spinal Point 28 = £24,128 to Spinal Point 32 = £28,224 (Star points available as per handbook).

* It is the case that in some hospitals some long standing members of staff who are Assistant Chefs or Chefs do not have formal qualifications. Their length of experience and ability should be recognised and their migration onto the new pay scales should be by Grandmother/father rights. Access to training to the appropriate SVQ level should be available if desired. All new post holders would be required to meet the minimum qualification requirements.

This claim seeks a significant increase in pay for UNISON Chefs and associated staff, this is not a reflection of an excessive claim rather it is a reflection of how poorly paid they are in today's NHS.

The Scottish Executive and wider society have recognised the importance of food and diet to our nation's health. UNISON members are at the forefront of ensuring a healthy diet for some of the

most vulnerable and weakest in our community, all to a tight budget and the strictest of hygiene standards. Additionally their efforts ensure that tens of thousands of NHS staff have access to nutritious meals to fuel their work in the NHS on behalf of patients. Their skill, dedication, qualifications and responsibility should be appropriately rewarded and recognised as the craft it is.

Food and what we eat is also a massive social and political issue of concern to all Scots. That is why as well as lodging this pay claim UNISON is also lodging a campaign to get the Scottish NHS to sign up to our 10 point 'Food for Good' charter. Which aims to maintain and develop the excellent levels of service already existent in the Scottish NHS and seeks to use the power of the NHS as a consumer and provider to meet the government's healthy eating agenda whilst addressing wider social concerns.

This claim has been submitted following extensive consultation with the affected UNISON members and the overwhelming response of the membership has been to fully endorse this claim. The resolve of UNISON members is absolute in support of the claim and it is to be hoped that management in the Scottish NHS will engage constructively and early with UNISON to reach agreement on its fulfilment.

Signed:

UNISON Branch Secretary
20th August 2003

Regional Officer
UNISON Scotland



NHS

Food for Good

The NHS in Scotland is one of the biggest caterers in the country providing food to tens on thousands of patients and staff every day. Whilst food hygiene has always been a top priority catering budgets have in the past been seen as areas where costs can be driven down, pennies saved and subsequently quality reduced. This is no longer acceptable in 2003.

Every year the Scottish NHS spends millions of pounds on produce to feed NHS patients, visitors and staff. This massive purchasing power should be used to influence the Scottish food economy and diet for the good of all.

There is a positive 'NHS Food for Good' agenda that the NHS in Scotland should adopt to deliver on the Scottish Executive's healthy eating policy in their current 'Healthy Living Campaign' and wider social concerns. That is why UNISON is launching our 10-point charter and asking the people of Scotland to back us in our campaign for its adoption by the Scottish Parliament.

UNISON's NHS Food for Good Charter:

1) **ORGANICS:** The NHS should set itself the target of sourcing 10% of all supplies from organic producers by 2005 and 25% by 2010. By 2007 patients and staff should have a daily option of an organic main meal. The NHS should actively engage with all its suppliers with regards to the use of pesticides, steroids, antibiotics and additives to attempt to positively manage their reduction whilst at all times ensuring food quality and safety.

2) **ANIMAL WELFARE:** Animal produce supplied to the NHS should be sourced from RSPCA monitored Freedom Food suppliers where possible with the following targets being set, 25% by 2005 and 100% by 2010. The Scottish people have a long track record of animal welfare concern and the NHS should seek to be an exemplar in the food economy. Its bulk buying power can significantly increase the demand and thus the economies of scale of Freedom Food that would thus make it more affordable to all.

3) **MEAT QUALITY:** Much produce available to the mass catering market is produced from low quality meat, saturated fat and additives, a sausage can have the following contents: 50% meat of which 30% is pork fat with a bit of jowl, and 20% mechanically recovered chicken meat, 17% water, 30% rusk and Soya, Soya concentrate, hydrogenised protein, modified flower, dried onion, sugar, dextrose, phosphates, preservative E221 sodium sulphate, flavour enhancer, spices, garlic flavouring, antioxidant E3000 (ascorbic acid), colouring E128 (red 2g); casings made from Collagen and cow hide. It should be guaranteed that the meat and poultry sourced by the NHS should be of a high quality, with high meat contents and low fat and added water content.

4) **FAIR TRADE:** Fair trade offers producers of many raw products in the developing world a fair guaranteed price for their produce thus removing them from the vagaries of the world commodity market and helping them to help themselves. If fair-trade tea and coffee is good enough for our parliamentarians it should be good enough for NHS patients and staff. As an immediate step all tea and coffee supplied at corporate events where catering is provided should be fair trade, additionally fair trade tea and coffee should be available to buy in canteens. By 2005 the NHS should seek to source

10% of goods from fair-trade suppliers where there is a supplier for that commodity and by 50% by 2010. Additionally the NHS in Scotland should actively avoid purchasing goods from companies who promote, especially in developing countries, powdered milk to the detriment of breast feeding.

5) **5 PORTIONS A DAY:** The Scottish NHS has led the way in terms of providing healthy options on every menu. However as a major employer providing often the main meal of the day for tens of thousands of patients and staff more resources need to be put into making healthy food more enticing, accessible and varied. Lessons can be learned from Scandinavian countries in terms of the value of berries in our diet and they should be available for every meal. Scotland as major producer of raspberries should be using our natural resource as a health improvement tool. As the Scottish Executive sets standards for school meals and reduces the access to chips in its report 'Hungry for Success – A whole school approach to School meals in Scotland' parents should not be let off the hook. Scotland's biggest public service and employer needs to lead by example. Other healthy diet initiatives such as upping the consumption of oily fish high in Omega 3 and cutting salt intake should also be pursued by the NHS.

6) **RECYCLING/COMPOSTING:** The patients and staff of Scotland's NHS produce thousands of tons of catering waste from tin cans to banana skins. As landfill taxes rise and the availability of landfill sites declines the NHS should be leading the way in terms of recycling, reducing waste and composting. Working in conjunction with Scotland's local authorities the NHS should investigate ways it can reduce waste and increase recycling. Additionally the Scottish NHS should strive to reduce the food miles travelled by its supplies by setting targets for sourcing food locally where possible.

As an immediate step all canteens, hospitals and wards should have recycling receptacles for cans, bottles and cups; take away cartons should be constructed from renewable sources.

7) **PATIENTS NOT PROFIT:** The provision of nutritious and safe food to patients should always be the number one priority. Privatisation of catering services ensures that profit becomes the number one priority. The Scottish NHS should call an immediate moratorium on the privatisation of any more NHS catering services and should seek to return those currently privatised to public control and ownership. The return of many catering services to in-house provision over the last year or so illustrates the failures of the private sector in providing this service. However this charter's adoption should be mandatory those remaining private contractors operating in the NHS in Scotland today. The number one priority governing NHS food should be its contribution to health and welfare of patients and staff, not costs.

8) **RESOURCES:** No longer should NHS catering budgets be the first call for savings and seen as a non-core overhead always to be suppressed. Food for good and food for health requires resourcing that the Scottish Executive should provide the NHS with sufficient funds to meet this Food for Good charter and to continue to innovate as a beacon service for the people of Scotland.

9) **REAL FOOD:** Scottish patients deserve fresh food produced on the day of consumption by local chefs using where possible local produce. The move to mass produced factory catering and often transporting it long distances by road is a regressive step and one which has been poorly received by the consumers: patients, staff and visitors. When a patient is recuperating food is often a make or break experience in terms of moral during a hospital stay. The Scottish NHS should be aiming for satisfaction every time; this can only be achieved by producing real food locally. As an immediate step the Scottish NHS should instigate a moratorium on cook chill and cook freeze production of NHS meals. In the long run all production should be returned to conventional means.

It is also vital that catering services are equipped with the resources, knowledge and sensitivities to respond to cultural and minority ethnic diet needs in line with the Scottish Executive's Fair for All strategy. Local production also enables a far more flexible response to special diets such as gluten free, nut allergy, vegan and other diets.

10) **FAIR PAY:** The Scottish NHS should seek to retain and recruit a well motivated highly trained workforce in its kitchen, therefor they should enter into negotiations with UNISON to achieve a satisfactory pay deal for Chefs and Associated Staff.

UNISON Scotland July 2003

Date:

Enter your home address

Enter your MSPs Address

Dear _____,

UNISON'S NHS FOOD FOR GOOD CHARTER & FAIR PAY CAMPAIGN FOR NHS CHEFS & ASSOCIATED STAFF

I am writing to ask you to support UNISON's NHS Food for Good Charter for NHS catering services in Scotland. As a major purchaser in the food economy we believe the NHS should use its purchasing power to improve the health, food economy and welfare of human producers and animals whilst protecting our environment. For too long the over riding factor in NHS catering services has been the constant pressure to squeeze out efficiency savings.

Whilst UNISON supports efficiency in the NHS we believe that much more emphasis needs to be placed on quality and a range of social and ethical issues. Diet is a key element in the nations health and the NHS Food for Good charter by promoting: ***Organic Food; Animal Welfare; Meat Quality; Fair Trade; 5 Portions a Day; Recycling/Composting; Patients not Profit; Resources; Real Food; and Fair Pay;*** if adopted will not only improve patients and employees diet, but significantly improve the health of the nation as a whole, enhance the food economy and improve standards of produce and welfare. The full charter can be seen at <http://www.unison-scotland.org.uk/nhs/chefs> .

A key element of UNISON's NHS Food for Good charter is fair pay. Chefs and associated staff in the NHS have the same level of qualifications as NHS plumbers. Yet we are paid significantly less. We think there is a direct correlation between the fact there are 360 Chefs in the Scottish NHS of who 254 are female yet of 139 plumbers none are female (Sources ISD Sept 2002). Being a chef is a craft and should be rewarded as such; increasingly it is in the private sector and we believe the discrimination in Scotland's NHS must end.

I therefore ask you to support UNISON's Food for Good Charter and our pay claim for Craft pay. In particular we will be petitioning the Scottish Parliament after the summer calling on the Parliament to endorse the Charter; can we count on your support?

I look forward to hearing from you and would be grateful if you could copy your response to Simon Macfarlane of UNISON who is co-ordinating our campaign.

Yours sincerely

c.c. Simon Macfarlane, Regional Officer, UNISON, 14 West Campbell Street, Glasgow G2 6RX.

