

Branches urged to get involved in debates

Colleagues, this Special Requisitioned Local Government Conference has been called to allow a debate to take place around pay, negotiations and consultation procedures.

This UK wide conference will consider 54 motions from across the regions.

The Scottish Local Government Committee has submitted two motions, Motion 37 'Campaigning for Fair Pay for Local Government Workers' and Motion 41 'Pay Consultation Procedures'.

Motion 37 centres around campaigning involving political and improved industrial strategies, low pay and a long term project plan aimed at addressing 30 years of suppressed wages.

Motion 41 seeks to amend the current - and new consultation procedures (if approved) - to include the need for lay involvement in decisions and negotiations, to seek the agreement of other trade unions covered by the relevant bargaining machinery to a set of principles, campaign strategies and timescales prior to the submission of a joint claim and engagement of members at the grassroots to build an effective and political industrial campaign on pay.

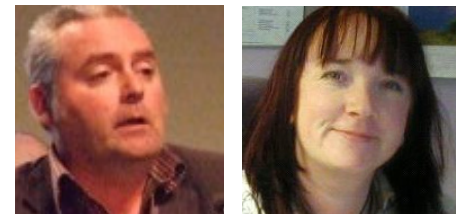
I would encourage branches to

Message from Mark Ferguson, Chair, Scottish Local Government Committee and SJC UNISON Trade Union Side

participate in debates and remember that motions which restrict Scotland from voting under rule P.1.3.6 still allow Scottish input into the discussion/debate. Rule states:

"Standing Orders Committees for Service Group Conferences, in exercising powers in accordance with Rule P.2.3, shall have regard to the national negotiating machinery in devolved administrations. The Standing Orders Committee may make recommendations to restrict voting to representatives of members covered by that machinery which shall be subject to ratification by Conference in accordance with Rule P.2.4."

Your two Regional Representative from the Scottish Local Government Committee are Scott Donohoe (Glasgow City Branch) and Inez Teece (Aberdeenshire Branch). Please contact them should you require advice/assistance and remember



Region delegates Scott Donohoe and Inez Teece

it is important that you advise them as early as possible if you intend to take part in a debate to allow them to liaise with rostrum control and other regions. They will be available on the floor of Conference.

Your Local Government Service Group Executive members on the platform are Mark Ferguson (Renfrewshire Branch), Carol Ball (Vice Chair of the LGSGE - Glasgow City Branch), Susan Kennedy (Aberdeenshire Branch), Alison McCorquodale (Western Isles Branch) and Colin Paterson (Fife Branch). I look forward to seeing you all at Conference.

See over for advice on Conference debates

Prioritised Motions: 43, 44, 40, 13, 31, 23, 37, 20, 30, 41, 5, 22, 24, 3, 17, 52, 4, 21, 50, 53, 1, 18, 19, 54. *Please note that Scottish Motions 37 and 41 are on the prioritised list*

Advice on Conference themes

1. Re-open NJC Pay Negotiations 2015/16

● Scottish SGE Reps'

View: This is a matter for members covered by NJC pay, terms and conditions therefore it is unlikely that Scottish delegates will have a vote under rule P.1.3.6. The Service

Group Executive is OPPOSING this on the basis that these negotiations have ended following a members' ballot where 64% of those voting accepted the employers' offer.

2. Suspension of Strike Action

Motions containing this are, in the main, stating that any decision to suspend strike action must involve a consultation process that is clear and transparent involving branches and regions which, at a minimum, is at the same level as the consultation process which agreed the claim.

● Scottish SGE Reps'

View: This could prove impracticable due to timescale and depending on what stage you are at in your industrial action campaign. This, if carried, would mean that the Scottish Local Government Committee/Scottish Joint

Council UNISON Side would be unable to take a position to suspend strike action on an improved offer without the agreement of branches.

For example, if an employer made an offer the day before planned industrial action, we would be bound by rule to continue the action as time would not permit to consult branches and subsequently for branches to consult members.

The Scottish SGE Reps would encourage branches to oppose motions or amendments that would restrict SJC decision making.

3. Lay Activist Involvement

Significant number of motions seek to amend the consultation procedures by stating that there should be no negotiations, discussions or decisions without lay member involvement.

● Scottish SGE Reps'

View: Your LGSGE Reps are broadly in favour of these proposals, however we recognise that this should not preclude the ability to have informal off the record discussions.

We would encourage branches to support

Scottish Motion 41 which states 'That there should be lay activist involvement in all decisions and negotiations.

This does not exclude the ability to have informal/off the record discussions. Both lay activists and paid officials should work in partnership and ensure that each is aware of all developments.'

We would encourage branches to oppose motions or amendments which do not reflect the Scottish Motion.

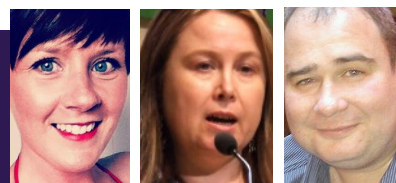
4. LGSGE Consultation Procedures on Pay

At last year's Local Government Conference a commitment was given by the LGSGE to consult Regions and

Branches on the current pay consultation procedures and bring proposals back to the 2015 Local Government

Scotland's SGE reps look at the four main themes of the Conference;

- re-opening pay talks
- suspending strikes
- lay involvement
- consultation procedures



SGE reps LtoR from top Alison McCorquodale, Susan Kennedy, Mark Ferguson, Colin Paterson, Carol Ball

Conference.

Given that the consultation has taken place and the calling of the Special Requisition Conference, a decision was taken to submit Motion 43 Pay Consultation Procedures.

● Scottish SGE Reps'

View: It is important that Motion 43 is debated and agreed in order for all nations/regions within the UK to move forward in

future pay negotiations which would allow a more member-centred approach in consultations and establishing political and industrial campaigns on pay.

It is our understanding that full copies of the pay consultation procedures should be available at the Conference as Standing Orders Committee did not allow for inclusion of the document in the preliminary or final agenda.

Possible Composites - NOT confirmed

Composite A	Motions 23, 40, 44.
Composite B	Motions 4, 20, 50.
Composite C	Motions 5, 21.
Composite D	Motions 17, 24.
Composite E	Motions 3, 19.

Consequences The SOC had not taken decisions until the composites have been agreed.

Please Note: The Local Government Service Group Executive will meet on Monday 23 March to take final positions on motions and amendments.

Other motions to look out for:

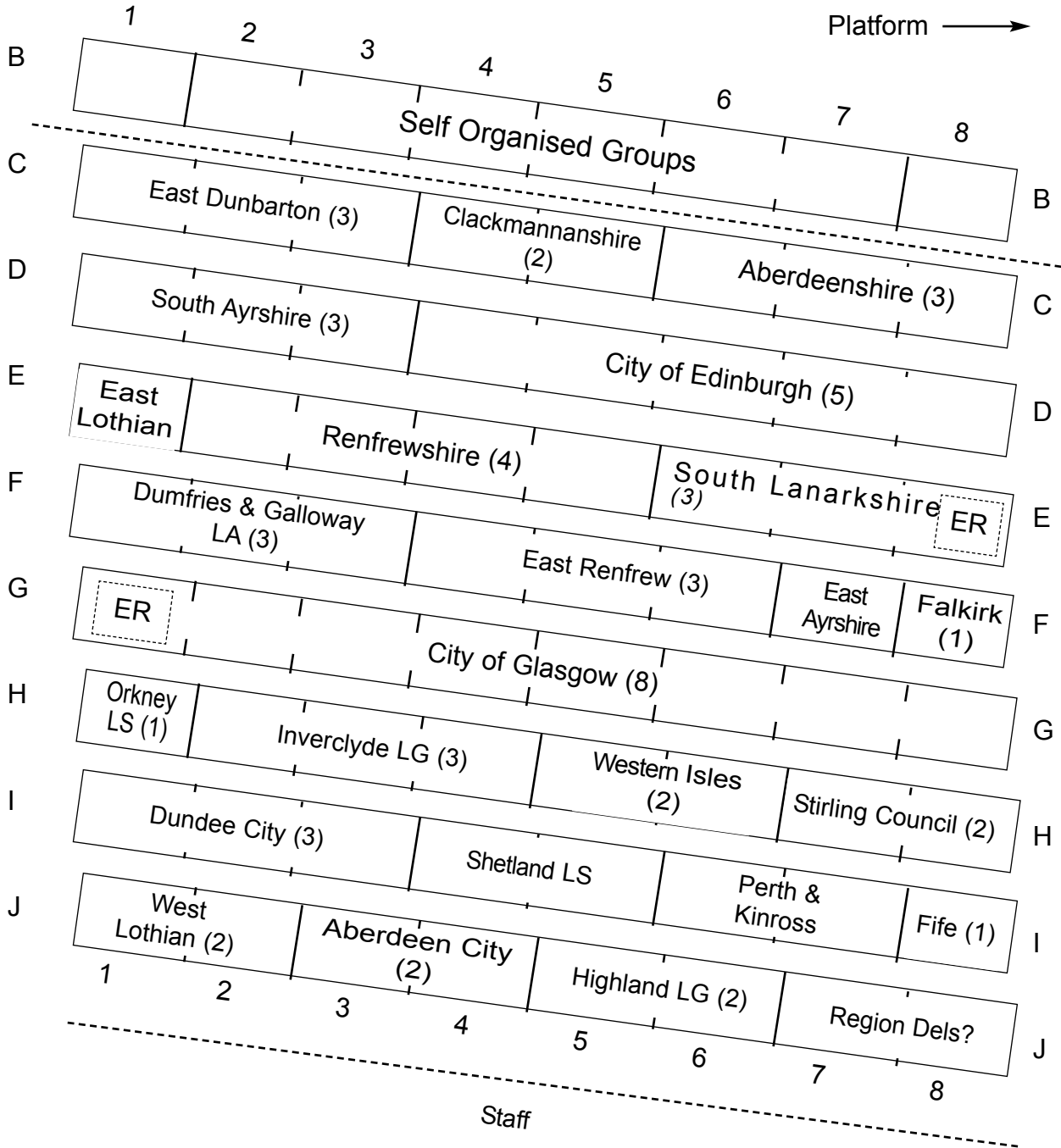
Motion 5 - North West Region - A Decent Pay Increase for Local Government Members

● **Scottish SGE Reps' View:** It is unlikely that Scotland will be able to vote on this motion under Rule P.1.3.6., however the LGSGE is concerned that it seeks to re-open the NJC negotiations for 2015-16.

Motion 44 - NJC Local Government Committee - NJC Pay Campaign 2016

● **Scottish SGE Reps' View:** This motion seeks to address concerns and criticisms of the NJC Committee's handling of pay 2014-16 - this is not a matter for Scottish Delegates, however the motion sets out a number of recommendations for future pay negotiations we may wish to consider in Scotland.

Special Local Government Conference Seating Plan



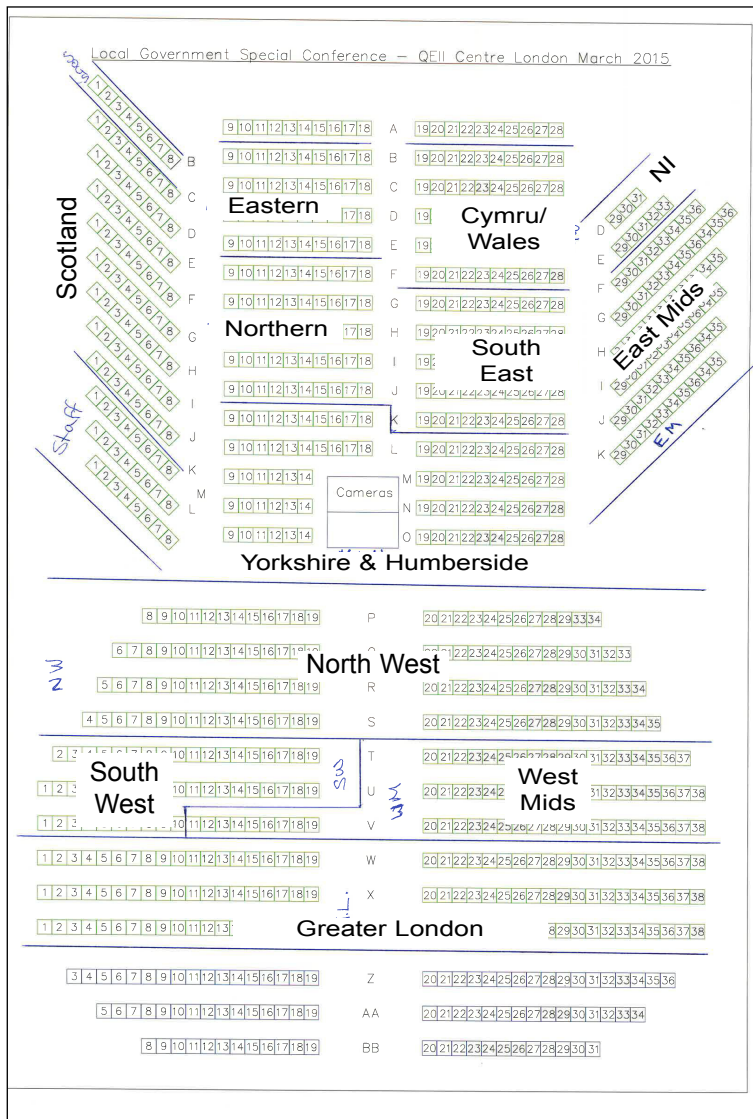
ER Denotes reserved end of row seat.



Hall Plan (not to scale) - Seating Numbers for Special Local Government Conference

Aberdeen CityJ3-4
 AberdeenshireC6-8
 City of EdinburghD4-8
 City of GlasgowG1-8
G1 end of row A Brady
 ClackmannanshireC4-5
 Dumfries & GallowayF1-3
 Dundee CityI1-3
 East AyrshireF7
 East DunbartonshireC1-3
 East Lothian CouncilE1
 East RenfrewshireF4-6
 Falkirk CouncilF8

Fife UNISONI1
 Highland LGJ5-6
 Inverclyde LGH2-4
 Orkney Local ServicesH1
 Perth & Kinross LGI6-7
 RenfrewshireE2-5
 Shetland LSI4-5
 South Ayrshire LGD1-3
 South LanarkshireE6-8
E8 end of row A Slaven
 Stirling CouncilH7-8
 West Lothian LGJ1-2
 Western Isles LGH5-6



Special Local Government Conference

Tuesday 24 March 2015 at 11:00 am until 4:30 pm

The Queen Elizabeth II Centre, Broad Sanctuary, Westminster, London, SW1P 3EE

