



Educate, Agitate and Organise
 Round-up of June's National Conference and Scotland's profile p2



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PUBLIC WORKS:

a million voices for public services

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Scotland *in* UNISON

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ORGANISE!

Building links as union gears up to fight attacks

by John Stevenson
 SiU Editor

Organisation is the key as UNISON Scotland sets out plans to fight the biggest attacks we have seen on public services, jobs, pay and pensions in the months ahead.

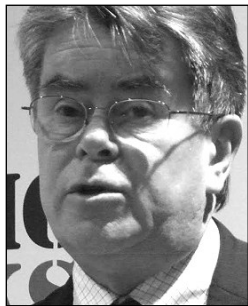
The first major event is a Scottish strategy conference on 4 September to be addressed by General Secretary Dave Prentis.

It will focus on organisation, involving activists from all parts of the union, staff and community groups.

Earlier in the week, UNISON's Scottish Committee will hold a two-day seminar (see below).

Future key events include the European TUC day of action on 29 September and a major STUC march and rally in Edinburgh on 23 October.

UNISON Scottish Convener Mike Kirby said, "David Cameron has launched his 'Big Society', the so-called 'big advance for people power'. This is solely



action plan to defend public services'
 Mike Kirby

about saving money and will pass the buck for the fearful reduction in funding public services.

"UNISON Scotland will continue to engage with civic society and community groups, through our *Public Works* campaign.

"Our conference on 4 September will bring together UNISON branches, service groups and self organised groups, other trade unions, representatives of voluntary sector and community groups, to debate an action plan to defend public services."

ORGANISE

4 September:
 Scotland Strategy Conference for activists and staff

29 September:
 ETUC day of action

23 October: STUC March and Rally Edinburgh

A briefing to staff for 4 September underlines the challenges ahead. "We have to maintain our strength by building our membership density, we have to ensure that our branches and activists have the skills and confidence to campaign effectively at local level.

"We have to make sure that our staff, members and the wider community understand that there are alternatives to wholesale cuts in public services."

Scottish Secretary Matt Smith said, "4 September is



BUSTING THE CUTS MYTHS: THERE IS AN ALTERNATIVE - Page 4

an important milestone in our campaign to build support for our public services and for those who work in them.

"These services came in to being because of need and lack of provision. That need is greater now than ever before and those seeking

to destroy them through so called alternative provision would do well to tell us of their alternative plans before destroying current provision.

"In our campaign we shall be challenging the argument that there is a financial case for massive

expenditure cuts.

"Those making calls for such action need to understand the implications for jobs, for services and for many local economies.

"The threat is as great to jobs in the private sector as in the public sector," warned Matt.

Matching resources to tasks facing branches

The UNISON Scottish Committee seminar on 30/31 August will plan how to translate national policies into practical action.

UNISON Scotland Convener Mike Kirby said, "It will be a key opportunity to explore the implementation of conference decisions.

"It will aim to match the

UNISON Scotland resources to the tasks facing our service groups and branches in defending jobs, pensions and services.

"It follows round-one of the emergency budget cuts in June and comes before the anticipated onslaught of the Comprehensive Spending Review in October. This will be translated into the Scottish Government budget late

in the year.

"The seminar will also draft the UNISON Scotland manifesto for the Scottish Parliament elections next May."

The Scottish Committee is made up of reps from all service groups, self organised groups, NEC members, officers and members elected by branches through the Scottish Council.

LG pay ballot closed 29 July

As SiU went to Apress, Local Government branches were being reminded that the pay ballot closes on 29 July.

Members are being urged to reject a three year deal of 1% in the

first year, 0% in the second and 0.5% in the third.

UNISON and the other main unions say it is effectively a three year pay cut. The unions want a one-year deal in line with other public bodies.

NATIONAL CONFERENCE SETS OUT POLICIES TO DEFEND PUBLIC SERVICES

Educate, agitate and organise

by John Stevenson
SiU Editor

UNISON's National Delegate Conference in June saw almost 3,000 delegates set out a range of strategies to prepare for the biggest attacks we have ever seen on our services, our pensions, our pay, our health and safety and our hard won rights and equalities.

It was time to get down to work and organising is the key.

And while we worked away at detailed policies to build the fightback, we were inspired by legendary anti-apartheid campaigner Denis Goldberg as we made him an honorary member.

We were lifted by international solidarity from Canadian Union of Public Employees president, Paul Moist. Warning about Clegg and Cameron's 'infatuation' with the 'Canadian Model', he said, "Canada is no model, if the price you pay is a terrible imbalance in society."

Scotland role

Scotland played a central role again. From the serious and sometimes barnstorming contributions from Glasgow Housing's Jane Carolan, national policy chair, to Mike Kirby's key role in organising across Regions and bringing us a bit of fun in presenting bagpipes to Dave Prentis.

Scotland contributors were too many to mention them all. But they took part - and often led - in the most significant debates.

Jane Carolan moved the keynote debate on the economy, slamming the 'myths and lies' that cuts were inevitable.

On the final day she made a rallying call to branches to go back home to educate, agitate and organise - to recruit and campaigns for jobs, pay and pensions.

"Go back and tell your members who their enemies are -



This union united will never be defeated'
Jane Carolan

and ask them what they are going to do about it". "This union united will never be defeated", she said.

From the Annual report when Glasgow's Angela Lynes - the new UNISON president - said, "When the going gets tough, UNISON gets going", to Mike Kirby's call for the political fund to offer a broader engagement, we set out the broader picture while getting down to the nuts and bolts of the organisation needed to mount the fightback.

"Our services are not for sale", was Edinburgh's message to Conference as Kevin Duguid spoke in the privatisation debate.

The concern about the crisis in social care was reflected in it being the first debate of the week. Edinburgh's John Stevenson warned of 'social care on the cheap' showing no respect for people who need those services.

Mike Kirby led the devolution debate, taking the union's devolution protocol forward to the next stage.

Young and not so young united with Lothian Health's Graham Smith and Retired Member Lily McNaughton combining to campaign for high quality apprenticeships.



Mike Kirby presents Dave Prentis with bagpipes after his few ill-chosen words about Scottish football

Combining to set a landmark policy on workplace agreements to support victims of domestic violence and to get perpetrators to address their behaviour, Edinburgh's Elaine Wishart, Aberdeenshire's Kate Ramsden and Falkirk's Gray Allan led a considered and at times emotional debate.

"Are we an organising union?" asked Quarrier's Stephen Brown - and the answer was 'yes we are' - as he called for us to make sure we can organise in co-operatives and protect members.

Gray Allan reminded Conference, "It is vitally important that every branch has the support and capacity to organise, recruit and represent every member."

Aberdeenshire's Susan Kennedy spoke on disabilities, Dundee's Rory Malone spoke on the need to look at one united and strong pension fund and Glasgow's Alison Kelly warned that we will have to take action to get decent pay settlements.

See the website for full reports of all the Scotland speakers.

Matt appointed to human rights job

UNISON Scottish Secretary Matt Smith has been appointed a part time member of the Scottish Human Rights Commission, the body created to promote and protect human rights in Scotland.



He will take up his post on 1 September and is due to retire from UNISON later this year.

Matt told SiU, "I am very much looking forward to taking up appointment as a member of the Scottish Human Rights Commission in September.

"The Commission, appointed by the Scottish Parliament and part of the international network of human rights organisations has the support of Scotland's trades unions.

"Alongside a range of other work, the SHRC will provide me with the opportunity to work in key areas after I leave UNISON later this year."

UNISON over the rainbow at Pride Glasgow



The sun broke through some early showers and the rainbow flag flew over the City Chambers as UNISON Scotland LGBT Committee members took part in this year's Pride Glasgow event on Saturday 17 July, reports Elaine Duffy.

Our picture shows some of the committee as they arrived at George Square after the march, together with their very own "Friends of Dorothy" who had come along to support the demo.

Around 3,000 people marched from Kelvingrove Park in the west end and through the city ending with a rally at George Square.

The LGBT Committee ran a busy information stall in the community marquee at the main event in George Square, where activists signed people up to the UNISON Million Voices campaign - and recruited some new members.

UNISON - Standing up for social care

by Kate Ramsden
Comms & Campaigns Committee

Scotland's Social Work Issues Group (SWIG) has taken a key role in highlighting the issues which face our members in social work and social care and in moving social care up the political agenda both in Scotland and across the UK.

In June, Stephen Smellie, chair of SWIG urged social work service leaders to speak out about the impact of spending cuts on the most vulnerable.

Taking part on a panel looking at the future of personal and social care at a Holyrood Conference in Edinburgh on Personal and Social Care Provision, Stephen warned that major cuts in social care spending are being widely

portrayed as inevitable, yet the consequences would be drastic.

He called on those who wish to lead the sector to be vociferous in explaining the very real consequences of cuts, adding that in the private sector many of our members already struggle on wage rates barely above the minimum wage, with no guaranteed hours of work, while many voluntary sector managers are telling members that terms and conditions will be cut so they can compete for contracts.

"They should be standing up for quality services and warning what could happen if deep cuts are made," said Stephen.

Meantime, Scottish delegates spoke in key debates on social work at both Local Government and Delegate Conference, both of

which adopted wide ranging strategies to campaign for increased investment in social care to ensure quality services and a well trained and rewarded workforce.

Edinburgh's John Stevenson told of the work between UNISONScotland and the Scottish Personal Assistants Employers Network.

He warned that personalisation and direct payments are sold as liberating services for users to get the responsive services they need when they want them.

"However, the reality is an inability to strategically plan services, the spectre of services being provided on the cheap and of care being forced back on families, usually women; of an unregulated workforce, without



Stephen Smellie John Stevenson Kate Ramsden

training structures, poor employment rights, if any, and isolated and unorganized," he said, calling on the union to take up the challenge of organising personal assistants.

Local Government Conference also threw its weight behind a campaign for proper resources to ensure that social work staff can provide quality services to the most vulnerable in our communities.

Kate Ramsden, Aberdeenshire, urged other regions to set up their own Social Work Issues Groups highlighting the importance of involving activists who are front-line staff from across the range of

social work services and Glasgow's Ian Leech drew attention to Scotland's social work publications as practical examples of supporting the workforce

A packed fringe meeting "Social Work under pressure: time to take control" heard of the pressures which staff face across the UK and what UNISON is doing to improve working conditions and the image of social work in the media and the eyes of the public.

John Stevenson presented SWIG's guide on supervision, part of the Supervision and Workload Management negotiating tool.

"The key to our strategy is that you cannot have successful supervision without effective workload management. They are different but part of the same process", said John.

We said 11 years ago PFI was a bad deal - at last they've got it

by John Stevenson
SiU Editor

An Edinburgh Evening News 'exclusive' on 21 July 2010 says its investigation has found that the NHS will have to pay a total of £1.26 billion for the privately built Edinburgh Royal Infirmary - and still not own it.

Clearly this investigation has taken a whole seven years because in August 2003, a UNISON Scotland briefing said the Consort PFI consortium was "earmarked to receive a cumulative £1.26 billion... Consort will also benefit by inheriting the whole hospital building when the contract eventually expires."

Even earlier in February 1999, UNISON Scotland's 'Serving

UNISON 1999: PFI like 'paying off a 30 year mortgage and the building society keeping your house'



Tam Waterson in 2010

Scotland' manifesto warned that PFI was "A bit like paying off a 30 year mortgage and the building society keeping your house!"

A mere 11 years later,

UNISON 2003: 'Consortium will get paid £1.26 billion and inherit the building'



Kirsten Hey in 1999

UNISON Lothian Health Branch Chair Tam Waterson was forced to repeat this.

"Can you imagine taking a mortgage out, making huge

Media 2010: 'NHS will have to pay a total of £1.26 billion for the privately built Edinburgh Royal Infirmary - and still not own it.'

UNISON gets its message across - eventually

monthly payments, and then finding at the end you don't own the place?", he told the News.

According to the newspaper report, "The revelation has prompted fury from unions and politicians, who said it made a mockery of an agreement that was already a bad deal for the taxpayer."

Flashback again to 1999, when Kirsten Hey - then Assistant Secretary of UNISON's RIE NHS Trust Branch and now holding the same post in the City of Edinburgh Branch - said, "we know now that the use of PFI

rather than conventional funding will cost £6m a year more. This would... treat 3,000 extra in-patients or 15,600 extra day cases!

"This is not be the best way to spend taxpayers money."

As SiU went to press Tam and Kirsten were planning a letter to the newspaper - resisting (or perhaps not) a big 'we told you so'.

See the 1999 UNISON manifesto at www.unison-scotland.org.uk/minifest1.html and the 2003 briefing at www.unison-scotland.org.uk/briefings/pfiaug03.html

Unions to call Acas into Glasgow Life dispute

by Malcolm Burns
Communications Officer

Glasgow City and other unions in the city's culture and leisure body have agreed to approach the arbitration service Acas in a bid to resolve a long running dispute over cuts to pay and conditions.

A mass meeting of UNISON, Unite, GMB and BECTU members who work for Glasgow Life (formerly Culture and Sport Glasgow) agreed to call in Acas following a series of well-supported selective actions and all out one day strikes since April.

The unions are opposing a 10% pay cut for 150 workers and a pay freeze for all other staff, and fighting to protect existing conditions, including public holiday arrangements and overtime rates.

Sam Macartney, Glasgow Branch Service Conditions Officer, said: "We have assured our members that this is not an attempt to concede any of



Glasgow Life (previously Culture and Sport) members picket outside Glasgow's Gallery of Modern Art

the issues but to seek further dialogue with an entrenched employer."

UNISON has criticised Glasgow Life management for breaching employment regulations by encouraging third party agencies to cross lawful picket lines in "desperate attempts" to break successful strike actions over recent weeks.

Sam added: "Our members have faced obstruction and hassle from third parties which management have hired.

These unwanted intruders backed off when we started videoing their unacceptable behaviour. We believe the people of Glasgow do not want such actions to force unfair pay cuts and poorer conditions on the workers who provide them with much-valued services."

The unions have agreed to continue the joint campaign while seeking progress with Glasgow Life through Acas. A further mass meeting is due on 11 August.

Protest over increments forces Aberdeen into talks

by Malcolm Burns
Communications Officer

UNISON negotiators are back in talks with Aberdeen City Council after a campaign of protest forced the employers to step back from their plan to defer pay increments.

Karen Maxfield, Branch Secretary of Aberdeen City UNISON, said: "Withholding the increment is a breach of our contract, which the Council imposed on us only last year. If they defer, they won't actually save any money at all because they will have to pay it next year instead."

6,555 staff out of 8,962 should have received an increment on 1 April 2010. Aberdeen City UNISON branch has lodged over 400 claims over the proposal, and mounted a large public campaign in conjunction with other unions to persuade the Council not to withhold pay increments.

An effective 'Lunchtime Lobby' was held on 17 June at the Town House as



Aberdeen City members protest on 30 June

the Council's finance committee met to approve the controversial cost-saving measure, but then put off a decision to the full Council.

Karen Maxfield spoke to the full Council meeting on 30 June. She told the councillors: "UNISON's legal advice is clear - we will win this even if this goes to the Court of Session. Councillors are being asked to gamble tens of thousands of pounds on, "may have a reasonable chance". Where will this

money come from? Is this the best use of limited budgets?"

The Council again deferred a decision to allow for more negotiations.

Karen added: "This is important for our members, and also because we understand that other councils are looking to see what happens in Aberdeen over withholding increments, to see if they can copy the idea."

See the branch's blog: aberdeencityunison.blogspot.com/ for updates.

Scottish Power and Accenture in offshoring jobs betrayal

UNISON's Scottish Electricity branch has urged ScottishPower and the IT systems company Accenture to reconsider their strategy of making 200 staff redundant in Scotland and the rest of the UK, and moving their work to India.

UNISON Scotland Regional Organiser Gerry Crawley said: "Offshoring these jobs is a betrayal of loyal and highly qualified workers. It is hard to imagine that it can be carried out without compulsory redundancies which could inevitably lead to industrial action."

Global outsourcing company Accenture, which recently won a \$200 million contract to support ScottishPower's IT systems, has announced its intention to make 60% of the UK workforce redundant by Christmas and move most of the work to India. More than half of the 200 jobs at risk are based at Peel Park in East Kilbride, with the remainder in North Wales.

UNISON will be taking legal advice to consider whether Accenture has breached its TUPE (Transfer of Undertakings & Protection of Employment) obligations by announcing large

scale redundancies immediately following a transfer.

ScottishPower was acquired by Spanish energy company Iberdrola in 2006. In February 2010, Iberdrola announced profits for its last year of 2.8 billion Euros with ScottishPower contributing 21% of underlying earnings (1.3 billion Euros).

Gerry added: "Iberdrola should remember that as a European company it has an obligation to the communities it operates in to ensure that good jobs are retained and loyal workforces are treated with respect and not contempt."

Nominate for public sector awards

It's time to get nominating for two sets of public sector awards sponsored by UNISON Scotland.

The Scottish Health Awards, run by the Daily Record, and the Herald Society Awards are both inviting nominations in a wide range of categories.

UNISON sponsors the Support Worker Award in the Scottish Health Awards. This recognises the indispensable support staff without whom NHS Scotland couldn't function - auxiliaries, cleaners and porters, to name just a few.

The aim is to try and highlight

people who might be in jobs that normally don't have a high profile and to recognise their commitment to the NHS and their loyalty and devotion to patients.

In the Herald Society Awards, UNISON sponsors the Outstanding Public Service Team of the Year.

The Scottish Health Awards, closing date 6 September are at www.quaydigitalscotland.co.uk/sites/events/a_health_awards/index.html

The Herald Society Awards, closing date 3 September, are at www.heraldsotland.com/go/societyawards10.

Exposing the cuts myths - We can afford a fairer society

As even the Scottish Chambers of Commerce are saying businesses expect public sector cuts will 'dampen' the economy, it is time to question again the ideology that has the media conned into believing there is no alternative.

Economists across the world are questioning whether the cuts are really needed and whether selective figures are being used an excuse to savage the public sector for ideological, rather than

economic reasons.

UNISON's 'alternative budget' points out that this is no time for cuts – we need to invest in jobs and services to recover from recession and build a fairer society.

We can afford the services we need – if we cut out real waste and make the banks, big corporations and the super rich pay a fairer share in tax.

The financial crisis and recession were not caused by excessive public spending. They

were the consequence of reckless borrowing and lending in the private sector.

When did the problems caused by them become the fault of the public sector?

The coalition government talks as if public borrowing was the main problem. But economists say our expected debt levels are sustainable.

Former Bank of England economist Professor David Blanchflower has warned that cuts to public spending could send us

back into recession and push unemployment to 5 million.

Until growth and employment have fully recovered, it is right that the government uses public debt to finance necessary spending.

● Download UNISON's alternative budget for recovery at unison.org.uk/acrobat/18887.pdf

See links to economists challenging the cuts at the 'mythbuster' section of the unofficial blog unisonactive.blogspot.com

Frontline police in Strathclyde doing staff jobs

by Malcolm Burns
Communications Officer

UNISON Strathclyde Police & Fire Branch has revealed that police officers in the force are doing staff jobs instead of frontline duties, even as further staff job cuts are planned.

Norma MacKenzie, Depute Branch Secretary, said: "Strathclyde Police has announced a jobs freeze - and we believe that the force is now planning more staff redundancies, despite covering existing staff shortages with frontline officers."

"We will oppose wholesale cuts in staff jobs - we are here to protect and serve the public, not to be sacrificial lambs to budget cuts which no-one voted for."

The union argues that Strathclyde Police is already failing to meet its claimed targets for frontline officers.

Norma added: "We discovered that 36% of the jobs in Strathclyde Police Area Control Rooms - which are essentially specialised call centres - are being done by police officers rather than the expert staff who are trained for the jobs. The Chief Constable claims that more than 400 extra frontline police have been added since 2007 to meet the government's target. In fact 126 officers are not deployed on frontline duties, despite being counted in the total claimed by Strathclyde Police."

The figures were contained in an internal equalities impact assessment carried out by the force and seen by the union.

UNISON Strathclyde Police and Fire branch has asked for meetings with management and with the chair of the Police Board Councillor Stephen Curran to discuss jobs and service cuts.

Backing for climate science

by Fiona Montgomery
Communications Officer

Stop Climate Chaos Scotland is urging members to help promote the facts on climate science.

The coalition wants to ensure the public knows there has been strong backing for climate scientists following concerted attacks earlier this year by climate change deniers and others.

Three independent reviews have clearly supported the science of the Climate Research Unit, based at the University of East Anglia (UEA), whose email exchanges were illegally released into the media earlier this year.

Those critics who claimed these showed collusion and conspiracy among researchers were proved wrong – there was no evidence of misconduct.

Climate change deniers often use a mixture of dirty tricks, spin and inaccurate representation of scientific views. Some have links to fossil-fuel companies.

Dave Watson, Scottish Organiser, said: "Scientists can confidently predict that increases in global average temperature will cause more unpredictable and extreme weather, change rainfall patterns and melt glaciers, permafrost and other ice."

Dave added: "SCCS members will work hard to ensure the Climate Change (Scotland) Act is implemented, and to ensure that a fair and binding international climate agreement is reached too."

New look UNISON Scotland women's pages

Liz Mackay has taken on the role of providing information for the website's Women's Committee section and the pages have now been updated and redesigned. See www.unison-scotland.org.uk/women

UNISON Kinneil Band Book:

UNISON Kinneil Band has published a book '150 years of music'. It can be ordered at www.kinneilband.co.uk.

The Band was founded in 1858 by the miners of Kinneil Pit and the workers of Wilson's Kinneil Iron Works in Bo'ness. NUPE stepped in to sponsor the band in 1983 after the pit closed and UNISON has continued the support.

We walked the glen and raised thousands for UNISON Welfare



Main: Fun day success. Inset: Paul Nicoll and Stephen Smellie get a well-earned pat on the saddle after raising over £200 cycling 50 miles from Hamilton to Dunfermline in 3 hours 45 mins.

The centenary 'Walk the Glen' fundraiser for UNISON Welfare was a huge success in May as members, family and friends descended on Dunfermline's beautiful Pittencrieff Park.

As well as the sponsored walk, the family fun day included a bouncy castle, face painting, balloon modelling,

stalls, raffle and refreshments and children's races.

"It was a fab day opened by John Park MSP and supported by Thomas Docherty MSP", said Diane Anderson, UNISON Information Development Officer.

"When all sponsorship money

and donations are in, we will have raised over £4,500", she added, urging sponsored walkers to get their money in - and reminding branches they can still make a donation.

Contact Diane on 0141 342 2842 or at diane.anderson@unison.co.uk

Lothian Health launches anti-racist workplace sessions

by Derek Durkin
Learning and Development Fieldworker

Lothian Health Branch has joined with "Show Racism the Red Card" (SRTRC) to launch a series of workplace sessions aimed at combating racism at work.

The Branch meeting on 4 June at Edinburgh's Kings Manor hotel was addressed by Tommy Breslin and Dee Kenning from SRTRC, who were accompanied by ex Hibs legend Michael Weir.

The organisation employs a number of ex football players to assist them in delivering their anti racist message in schools across Scotland.

UNISON has a long relationship with SRTRC and the branch saw an opportunity to build on that relationship by

bringing the great work done in Scotland's schools into the workplace.

On 15 June a 30 minute session was held with the Laundry staff at St. John's hospital, Livingston with around 80 workers attending.

Later that day a second session was held with staff at the Edinburgh Royal Infirmary.

Staff at both events were given time off to attend and the sessions were a major success.

The branch hopes to roll out the programme in the near future and ensure that the anti racist message is delivered to as many health workers as possible.

Dee Kenning, SRTRC education officer also addressed a meeting of the Lothian Partnership Forum on 13 July at which NHS Lothian pledged its full support for the



UNISON/SRTRC initiative.

Tam Waterson, Lothian Health Branch Chair, said: "The Branch is delighted to be working with Show Racism the Red Card in this initiative.

"Racism in the scourge of society and this is an ideal way of educating our members in their own workplaces and with the full support of the employer"

We want to hear your news

SiU is your paper, we want to hear your stories. Contact:-

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