

We've been revitalising our public services

UNISON members show how it's done in practice

by Chris Bartter
Communications Officer

Following the launch of UNISON's Revitalise our public services campaign at the Scottish Parliament in May (last issue), news has reached SiU of UNISON members putting the principles into practice and delivering good public services on the ground.

Earlier this year UNISON member **Moira Stallard** was named Lollipop person of the Year. Moira, from Airdrie, is a member of UNISON's **North Lanarkshire** Branch. She has been a school crossing patroller for 20 years and was surprised and pleased to win this award.

"The job I do is often overlooked", she said, "But it is a vital part of ensuring that children get to and from school safe, and helps to encourage healthy walking and to preserve environment - friendly ways for kids to get to school."

Moira loves her job, she says. "The best part is getting to know the children and to watch them develop. I am now crossing children whose mothers I helped across in previous years!"

In **Sighthill in Edinburgh**, a group of public service workers went beyond the bounds of their workplace and won a number of awards including two at UK level. The local library staff have gone out and engaged with local young people - canvassed their opinions on what they wanted in their library and delivered many of those suggestions. As a result



“ We are thrilled to win these awards, and to publicise what public services can achieve when they are accountable and deliver.. ”

complaints in the library about anti-social behaviour from young people have dropped by 75% and visitors increased by 12.5%.

The team recently won both the UK's **Outstanding Public Service Team** of the Year award and the **Local Government Team** award organised by CIPFA and Public

Finance magazine. Previously they won the 'Libraries change lives' award from the Chartered Institute of Library and Information Professionals (the professional body for library staff) and a 'Standing up to anti-social behaviour' award from the Scottish Executive.

The staff success is a team

Clockwise from top: Moira Stallard - Lollipop Person of the Year, young people using their library thanks to the work of Evelyn Kilmurry and the Sighthill Library team

effort, stresses Senior Library Officer and UNISON member **Evelyn Kilmurry**. "The staff team in Sighthill went out of their way to engage these young people, listening to what they wanted and ensuring that their views were acted upon.

"As a result the library refurbishment delivered the sofas, DVDs, computers and other things the users asked for and they now look after their area.

"We are thrilled to win these awards, and to publicise what public service can achieve when they are accountable and deliver. Now the young people look after their library."

Scottish Health Awards sponsor

For the first year since its inception, UNISONScotland has agreed to sponsor one of the major Scottish health awards in the event run by the Daily Record. UNISON will be sponsoring the Mental Health Team award.

Glyn Hawker, Scottish Organiser for Health said. "We thought it was appropriate that we should sponsor a team award. UNISON members work together to deliver our public services and we know what principles are needed to revitalise those services."

In addition to the particular award we are sponsoring, there are fifteen other awards and Glyn is also keen to ensure that UNISON members are nominated in as many as possible.

You can get nomination forms from the Scottish Health Awards website <http://www.scottish-healthawards.com>. **The deadline for nominations is 5pm on Monday 11 September.**

The awards are backed by a large number of organisations including the Scottish Executive. Tom Waterson, Chair of the Scottish Health Committee said

"This is the first year of UNISON's direct involvement and we will be monitoring the benefits in publicity and other advantages. I would urge activists and members to get involved in nominating their colleagues.

"Whilst we have not been so closely involved as a union before, we know that UNISON members have won awards in the past. I want that to continue.

"It is unfair to pick out any group, but it would be a delicious irony if a UNISON member were to win the Nurses award!!"

More inside

2.5% pay deal won for all non-medical NHS staff

UNISON Scotland has welcomed the agreement that the one year pay deal for NHS non-medical staff will apply to all Scottish staff whether or not they had been assimilated to the new 'Agenda for Change' (A4C) salary scales.

The original proposal was to apply the 2.5% raise for 2006/7 to the new salaries only - on the

basis that staff would either be on the new rates or would get the rise when they assimilated. UNISON raised the specific problem in Scotland where A4C had not yet been brought in as widely as in England, and negotiated a 'payment on account' to staff who were not yet on the new scales.

Glyn Hawker, Scottish Organiser for Health, said, "UNISON raised this as a specific

Scottish solution to a Scottish problem. We are delighted to be able to announce our success in ensuring that all NHS non-medical staff in Scotland will now receive the raise."

The 'payment on account' will be paid as a separate amount from 1 April until people are assimilated onto the new pay scales. It will not apply for calculating overtime or other addition-

al payments. The new A4C scales will have already had the raise.

Lilian Macer, UNISON's Scottish Lead Negotiator in Health said "It is important that people are treated fairly. To have people doing the same jobs as others in different parts of Scotland, but not being paid the same pay would have been divisive. That is why UNISON took on this aim."

Unions call for water regulator to be sacked

Unions have called on Environment Minister Ross Finnie to sack the Chair of the Water Industry Commission, Sir Ian Byatt. This follows Sir Ian's announcement of a blueprint for the privatisation of Scottish Water.



Dave Watson

The unions say he is trying to overturn decisions of the Scottish Parliament on the structure of Scottish Water; he is trying to force full privatisation on part of the industry by using his powers to set unfair conditions, and he is trying to privatise the rest on the quiet by setting up a shell mutual company.

UNISON Scottish Organiser, Dave Watson said: "We warned ministers at the time of the recent charge determination that Sir Ian was privately briefing in favour of privatisation and he has now gone public. It is not the function of the regulator to propose structural change to the water industry in Scotland. That is a matter for Ministers and the Scottish Parliament."

Sir Ian's call for Scottish Water's new business-supply arm to be privatised is totally contrary to the assurances given to parliament when the Water Services Act was passed.

Dave said: "This is the most underhand and disgraceful way any regulator can treat an organisation they have to regulate. They secretly decide on a new structure for the industry and then deliberately set conditions to force Ministers and Scottish Water to comply with that view."

Dave said: "Scottish Water, despite the best efforts of the WIC to hamstring it, is a great success story for the Scottish public sector model at a time when communities across the world are rejecting water privatisation.

"Indeed most of the difficulties facing Scottish Water are caused by Sir Ian importing his failed English model of short term cuts in investment leading to increased short and medium term pressure on vital assets."

PENSIONS - legal challenge, more protection and new talks

by Joe Di Paola

Scottish Organiser - Bargaining

Since the suspension of the action on pensions a series of meetings have taken place between UNISON, Cosla, the Scottish Public Pensions Agency (SPPA) and Officials of the Scottish Executive.

The discussion centred on methods to remove the Rule of 85 in a way which protected the largest number possible of Scottish Local Government Pension Scheme members.

UNISON has also agreed a joint statement with the employers that both are clear the Rule of 85 does not require



to be removed, and the Judicial Review on this issue started by UNISON, has now had a date set - 17/18 September. But the Executive and the SPPA are determined that this has to happen, so UNISON felt that discussions on protections - and the new scheme - should continue.

Mike Kirby, Scottish Convenor said

"While we are clear that the Rule of 85 is not discriminato-

ry and UNISON is continuing to pursue our Judicial Review. It simply makes sense to pursue the possibilities of a separate Scottish solution if that can be found. We also need to start serious discussions on the shape of a new scheme, pursuing improvements that UNISON has long campaigned for."

Tom McCabe MSP, Minister for Finance and Public Services Reform, has now published two amendments to the Local Government Pensions Scheme (Scotland) - laid before the Scottish Parliament on 29 June 2006.

These amendments extend the period of protection, for

those affected by the removal of the Rule of 85 in Scotland, to the year 2020 (compared with the protection in the rest of the UK which extends to 2016).

Consultation with members across the branches affected led to a narrow majority in favour of acceptance of these amendments and against further industrial action.

Further discussions are to start soon, beginning to look at the shape of a future Scottish Local Government Pension Scheme.

More detail on the shape of that scheme will be reported and your opinion sought in the near future.

Show Racism the Red Card action weeks

by Kevin O'Neil

Information Development Officer

Once again this year all of the Scotland's 42 professional football teams will be involved in anti-racist events at fixtures and SRTRC are hoping for an increase on the 117 community based anti-racist events that took place last October.

The dates for this year's Show Racism the Red Card (SRTRC) Fortnight of Action are 17 - 30 October 2006.

SRTRC will again be offering grants of up to £1,000 for local community-based initiatives that can demonstrate the following criteria:

- Projects must take place within the Fortnight of Action.
- Projects to be of educational value.
- Projects to involve/ be led by BME participants.
- Projects to demonstrate



South Ayrshire's project last year

local partnership working.

During last year's Fortnight of Action, UNISON South Ayrshire branch decided to get active in the local community and vigorously promote the anti racist message across the county.

The Branch Communications Sub-Committee decided to make their target audience the youngsters living within South Ayrshire.

"The main aim was to help promote the message as early as possible to our youngsters and keep it fresh in their minds", said South Ayrshire UNISON's Campbell Peden.

A competition to be the Club Mascot at the Ayr United v Alloa Athletic was organised via the local radio station, local newspapers and internal email within South Ayrshire Council. The kids' task was to

make up an anti racist slogan.

The branch also commissioned three advertising boards enforcing out anti-racist message.

The boards are sited at Somerset Park, Ayr. Portland Park, Troon. and Beechwood Park, Auchinleck, as well as Sponsoring the Ayr United v Alloa Athletic match and ball.

The SRTRC 10th Anniversary magazine is now available. The magazine is an excellent educational tool to assist branches, activists, members and their families, in the fight to combat racism. The magazine is available from SRTRC. This costs £50:00 for a box of 100.

Visit, <http://www.theredcardscotland.org/> for further details. For details on how to get involved with the Fortnight of Action, then contact Kevin O'Neil, or Eileen Dinning, Tel: 0870 7777 006 k.oneil@unison.co.uk; e.dinning@unison.co.uk.

500+ staff in Glasgow Royal return to NHS

UNISON has welcomed NHS Greater Glasgow and Clyde's decision to bring facilities management in Glasgow Royal Infirmary back in-house when the Sodexo contract runs out in December.

This means that virtually all NHS services in Glasgow would be in-house except some PFI facilities.

Michael MacNeil (Regional Organiser) said, "We are very pleased at the sensible decision to move to a more flexible and fairer way to provide catering services.

"Welcoming back staff into the NHS team will mean both better service delivery for the patients and better conditions for these members of the NHS team. We've been campaigning for years to end the two-tier workforce and get private

Welcoming back staff into the NHS team will mean both better service delivery for the patients and better conditions for these members

companies to implement NHS pay and conditions.

"This contract was the subject of a bitter dispute over low pay three years ago. This announcement is good news for all involved in the NHS."

NHS Greater Glasgow and Clyde's Facilities Director, Alex MacIntyre said: "We have completed a review of the support services contract at Glasgow Royal Infirmary and decided to return the Facilities Management services back into an in-house service on the completion of the current services contract with Sodexo in December 2006.

"The facilities management team at the hospital will be working closely with the company and staff side representatives to ensure that there is a seamless transition of services."

Iain Anderson, Managing Director of Sodexo Healthcare, said "Sodexo is very proud of its relationship with Glasgow Royal Infirmary and the Health Board over the past 17 years. The senior management team both on site and centrally will be working hard with the Health Board and UNISON to ensure a very smooth transition period and remain committed to our focus on patient care and the staff involved in the delivery of this."

The contract provides the Catering, Portering, Domestic (Cleaners etc), and Security services, is worth around £10m per year and employs

over 500 people.

UNISON had made it clear that the new 'Agenda for Change' conditions should apply to contractors staff as well as NHS staff. Now the staff transferring in-house will move onto full NHS pay and conditions from December.

This will mean: more holidays, better pay, access to the NHS pension scheme and to family friendly policies.

Catering Review

The new single NHS employer wants to review pan-Glasgow support services. Of particular importance is the Catering Review. UNISON argues that it would be easier to plan services across Glasgow (Catering, dealing with Hospital Acquired Infections etc) if all staff providing these vital services were with the same employer.

Matt Smith turned back at Aldermaston inspection

A delegation including UNISON Scottish Secretary Matt Smith, church leaders, MSPs and a former Lord Advocate was turned back when they tried to inspect Aldermaston weapons research establishment.

Matt was taking part in a multi-faith delegation organised by Scottish CND in an attempt

to undertake the inspection and protest about the proposed replacement of Trident. The last UNISON Scottish Council meeting had agreed UNISON should participate.

The delegation comprised MSPs from Labour, SNP, SSP and Green parties, the Moderator of the General Assembly of the Church of Scotland, a representative of

Cardinal O'Brien, and a former Lord Advocate of Scotland (Lord Ronald King-Murray).

Despite the high level of the delegation they were refused entry, but delivered a letter asking the Defence Secretary to disclose activities there to Parliament. They went on to Parliament to meet MPs.

They also met former United Nations weapons

Inspector Hans Blix, who was launching a report on weapons of mass destruction.

Matt said "I was pleased to represent the Scottish trade unions at this important event. There was no case for the original Trident and there are no arguments in favour of a replacement. I am certain that UNISON will continue to advance the campaign."



Matt meets UN Weapons Inspector Hans Blix

CHALLENGE X - sign up to keep the union going from strength to strength

by John Keggie

Organiser - Development and Organisation

Members are the life blood of any union, and UNISON is no different. We need to constantly recruit new members to keep our strength as an organisation.

At National Conference in June a new campaign was unveiled that uses our strengths in activists and members to recruit new members. Called *Challenge X*, the aim is for each participant to commit to sign up 10 new members in 12 months.

If we track back to 1988 the annual growth rate in new members has been around 2% but the growth in public sector jobs has been greater. We need to rejuvenate and invigorate our recruitment activities as we prepare to face new challenges. Where we could once identify a sector or area, as our traditional base, this is increasingly not the case.

While our average growth in new members in Scotland is good, there is a large variation in density from one branch to another. This is an area that we must focus on over the next few months.

I will be working closely with branches and activists in an ongoing campaign to recruit new members in every branch in Scotland, but we will also carry out specific activity in areas of low density. UNISON's staff and branches will be working together to build our membership so we can strengthen our organisation for the future.

There is a great opportunity for us all to work together in a pro-active way to make sure UNISON stay at the forefront as the biggest and best public sector union. In my new role as the lead officer for recruitment and organising in Scotland I am looking forward to working with branches and



developing new approaches on recruitment.

Our national campaign has been developed by the NEC to rally activists and members to build a stronger and more powerful union of 1.5 Million members by the end of 2007. So far over 2,300 new mem-

bers have joined UNISON through *Challenge X*. In Scotland 220 new members have joined. That means our activists have started the process of signing up new members. No doubt following the holiday period that figure will increase greatly.

It would be great if every activist in Scotland joined the campaign to sign 10 new members over the next 12 months. Staff will also be able to join in the campaign from September. The new campaign links clearly to the organising strategy, delivering direct contact between our recruiters and the new members.

You can find out more information by calling 0845 355 0845 or logging on to <http://www.unison.org.uk/challengeX/>. There is a link from the Scottish website.



My name is Rebecca. Would you like to join UNISON?

by Rebecca Noon
SEPA Branch

How do you recruit new members? The advice is "ask people." It can't be that simple surely? (don't call me Shirley I hear you say) Putting this to the test I duly signed up for *Challenge X* - UNISON's new campaign to encourage members to recruit their colleagues.

Signing up is very simple - head off to the main UNISON website and follow the links. Shortly after registering a *Challenge X* pack arrives at your door, it contains an A4 sticker sheet with your membership number and name, a lanyard and wrist band with the *Challenge X* logo and several membership forms.

Now that I'm armed with the tools and I feel safe, recruiting new members can still be daunting.

I start looking around the office for likely candidates to target. It took me a couple of hours to practise my opening gambit - nothing particularly complicated other than, 'Hello, my name is Rebecca, would you like to join UNISON?'

It worked!! Three new members in the first day. If it's not that complicated or difficult why haven't I done this before.....?

Recruiting Activists in Forth Valley Health



Activists on the Forth Valley Health Branch Pathways Course

Forth Valley Health branch have successfully recruited 6 new women activists in their branch.

HOW? The branch was the first in Scotland to participate in the Pathways Programme.

What is Pathways?

Pathways is a new women's development programme - designed to encourage women to take on new roles in their union.

The programme has demonstrated how we can develop women's skills

and confidence enabling them to become involved in their branch at whatever level they feel most confident.

How does Pathways Work?

Turn to Page 4 for more details.

Nursery Nurses: National qualifications and roles welcome but why no national pay?

by Chris Bartter

Communications Officer

While welcoming the Report of the National Review of the Early Years and Childcare Workforce UNISON has is disappointed with the Scottish Executive's response, in particular the refusal to contemplate national pay, despite accepting national qualifications and 'descriptions of the roles of the workforce'.

Carol Ball, Chair of UNISON's Nursery Nurse Working Party and a member of the Review Group said; "It is disappointing that the Review Group didn't go further down the road dealing with the implications of the restructuring for pay and conditions in the sector.

"However the report recognises the need to attract and retain qualified, experienced staff, to raise the profile of the sector and



Carol Ball during the Nursery Nurse dispute

that the new qualification structures will mean we need higher pay to reward workers for increasing responsibility and skill.

"It is deeply concerning therefore that the Executive seems to have set its face against the obvious next step of a national framework of grades related to the jobs and qualifications of early years workers that, recent research* has shown, vary little from

area to area. This is also tacitly accepted in the Executive's response with their acceptance of the common description of workers roles within the sector."

The union welcomed the report's recognition of the challenging and changing roles and responsibilities of the early years workforce; that we need to recruit and retain the right people; and that its biggest asset is its workforce.

In particular UNISON welcomes the Review Group's idea of a new qualifications structure for the sector with highly qualified staff at all levels (SCQF levels 9, 8 and 6/7), flexible methods of achieving qualifications and a variety of factors that count towards them. But we are very disappointed that Exec has not accepted the need to recognise the qualifications levels needed below the lead level at this stage.

Carol Ball said "We are ready to play

our role in developing this qualifications structure, but the failure to accept the recommendations of the Review Group here will leave a qualifications gap between SCQF 9 and SCQF 5: a gap that most nursery nurses are already ready to step into.

"It is concerning that the expertise of the Review Group on this important step has been at best postponed and at worst disregarded."

Recent research* also shows that LA Nursery Nurses are already carrying out the bulk of the roles and responsibilities that the Review has identified. UNISON will be taking a detailed look at the other recommendations in the Review Report and the Executive's response and will be discussing with its Early Years members the response we will be making on these and other points.

*See the research at www.unison-scotland.org.uk/localgovt/nurserynurse.

Recruiting Activists in Forth Valley Health

From page 3

How does Pathways Work?

The programme is made up of a residential weekend event then a recall day eight weeks later. The focus is on:

- * Confidence building
- * Exploring how the union work and how women can get involved
- * Organising on issues affecting them in their own workplaces
- * Tackling barriers to participation
- * Collective Problem Solving

Working with Mandy Clark, Learning at Work fieldworker, a programme of branch development which included Agenda for Change contacts and an established Return to Learn Programme enabled the branch to identify potential women for the Pathways course.

Here are some comments from the course members and branch officers.

"I went on the Pathways course with an open mind, after a weekend with a group of what turned out to be like minded women I had no hesitation to sign up as a steward in UNISON. Having been a member for 20 years I learned more about UNISON in that weekend than I had in the 20 years as a member, well recommended," said June Mackenzie.

"I enjoyed the weekend with Pathways. I learned a lot about UNISON in different ways so much so I would like to get involved and become a steward", said Ethel Thomson.

"Great team effort, enjoyed by all, very positive feedback, resulted in 60%+ of participants going on to become stewards", Ed Mitchell (Branch Education Officer)

If you think your branch would benefit from new activists contact Mandy Clark 07985119830 or Anne Cascarino 0870 7777 006

Barbeque fires enthusiasm for Overseas Nurses

by Hamid Rasheed
Communications Committee

UNISON Scotland's successful Overseas Nurses Network goes from strength to strength. Over the summer 60 overseas healthcare workers from as far afield as Aberdeen and Edinburgh came to Glasgow to take part in the Network's Barbeque, held at the union's resource centre at Fitzroy Place.

Sofi Taylor (UNISONNEC)

said, "This was so successful we have had a number of requests to run it annually. In addition to the social side of the event, we were able to set up a number of forum groups to add to research that is being done by the Joseph Rowantree Foundation.

"We were also pleased to welcome the newest addition to our trade union family. Six week-old Leo, the child of one of our Overseas Nurses and her Scottish partner was the star of the show."



PHOTO: DOUGLAS ROBERTSON

The Overseas Nurses Network in Scotland now has a mailing list of around 600 and has been going for nearly three years. It was the first network of its type in UNISON.

Paramedic's assaulter jailed

A female paramedic who was attacked so badly whilst attending a callout that she was unable to work for six months has thanked UNISON for its support and expressed her satisfaction that the thug who assaulted her received a jail sentence.

Lynn Sutherland, a UNISON member and a paramedic based at Livingston Ambulance Station, attended a callout in Harthill, but was attacked by Grahame Donnelly who had consumed a considerable amount of alcohol combined with pills.

She persuaded him not to smash a glass table he was threatening her with, but he continued to rain down blows to her right arm, back, chest and jaw.

Lynn's injuries were so severe she could not work for six months and has only recently returned to performing light duties. UNISON has been supporting her during this period



Lynn Sutherland

and negotiated the phased return to duty

Lynn said, "I am pleased that the courts are now treating assaults against ambulance staff seriously. The message has to get out to people that attacking public servants doing their job is not acceptable."

She also praised UNISON. "I was off work for six months after this assault," she said, "If it hadn't been for the support I

got from UNISON this whole incident would have been even more traumatic. They supported me and negotiated me a gradual return to work. It just gives another reason why you should join UNISON"

Karen McLachlan, Convenor of UNISON's Scottish Ambulance Branch said, "Serious cases like this one bring it home to the public exactly what our members are threatened with.

"Even in less severe attacks, the severer penalties now available to the courts under the Emergency Workers Act, will hopefully mean that the public will recognise that assaults to and abuse of public service staff is wrong, and stem the rising tide of violence against our members."

"We will always give our fullest support to members who are faced with these attacks and campaign to stop these unacceptable conditions which members have to put up with."

Transforming or Revitalising Public Services

by Dave Watson
Organiser Policy and Information

Tom McCabe, the Minister for Finance and Public Services, has published his long awaited "think-piece" on the future of public services in Scotland entitled Transforming Public Services - The Next Phase of Reform.

UNISON outlined its own principles for the future of Scotland's public services in May - Democracy, Investment, Fairness, Excellence and Partnership and so UNISON welcomes this debate. Scotland has been successfully delivering its own model of public services and this paper should stimulate debate on how this model can be developed based on collaboration and co-operation.

Tom McCabe's vision is for Scotland to have public services "amongst the most successful, effective and innovative in the world". He would like to see public services underpinned by the values of promoting social justice and building for the future. The following are the principles he believes will support these values:

- User focused and personalised
- Drive up quality and encourage innovation
- Improve efficiency and productivity
- Join up services and minimise separation
- Strengthen accountability

The full paper is at [http://www.scotland.gov.uk/Publications and P&I Briefing 139](http://www.scotland.gov.uk/Publications/P&I/Briefing%20139) on the UNISON Scotland website summarises the document. This is obviously a very important document for most of our members and branches are encouraged to debate the issues. A slide presentation and other education materials will be sent to branches to support this debate.



UNISON Welfare Challenges - Scots to the fore

No less than seven Scots members are taking part in the remaining UNISON welfare challenges for UNISON's Bucket and Spade Appeal.

The two remaining challenges are the Pyrenean Challenge: 21-25 September 2006, 30 miles in three days walking in the stunning Pyrenees. Branch Welfare officers Jean Chalmers (Renfrewshire) and Olivia Dewar (Falkirk) are going to be joined by Donna Hamilton and Lynn Dalgleish



Jean Chalmers

(Scottish Borders Council) and Carole Armour (Argyll and Clyde Health) in this challenge.

The other challenge is a cycling

one. The Nova Scotia Canada Cycle Challenge: 9-17 September 2006 involves 250 miles in six days cycling around Nova Scotia and King Edward Island.

Stephen Hosie, a retired member from Renfrewshire, and Alison McGimpsey from Lothian Health Branch are Scotland's representatives here.

Jean Chalmers, who is taking part for the first time, said

"The challenge is both physical - in taking part at all - and organisational - in raising the required

money to make it worthwhile. The Bucket and Spade appeal provides holidays for families that wouldn't otherwise be able to afford them.

"I hope branches can give us all the support they can for this much-needed appeal."

Branches who wish to sponsor these intrepid challengers are advised to get in touch with the individuals' branches in the first instance. Jean is contactable on jean.chalmers1@ntlworld.com.

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