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revitalise our public services

scottish council activists bulletin

Scotland in UNISON

Nov 2004 No. 51

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AGENDA FOR CHANGE OUT TO BALLOT

UNISON recommends a 'Yes' vote but reservations still need to be addressed

A Conference of all UNISON's health-care branches on October 7 has agreed to recommend the government's NHS pay modernisation system in a ballot of members.

The system - known as Agenda for Change - has been the subject of detailed negotiation at UK and Scottish level, pilot trials in England and a 'paper pilot' in West Lothian. These have thrown up a number of potential problems - and allowed UNISON to negotiate further to resolve these.

Key developments have been; the uncoupling of unsocial hours negotiations from the rest of the package; the removal of the lowest incremental point and the addition of an additional point at the top of Pay Band 1 plus the introduction of new pay band 9.

Jim Devine, Scottish Organiser for Health, said. "Delegates representing one in two Scottish Health Service

Scottish delegates have asked that we continue our negotiations with the Executive to ensure that no health service worker in Scotland loses out



Jim Devine

The ballot started from 13-14 October and closes 5 November Who is being balloted? Haven't got a paper? Turn to page 2

workers voted to recommend Agenda for Change to members. Although, some delegates expressed concern that some members could end up as losers unless protection is agreed."

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One in 10.5 million..

by Chris Bartter Communications Officer

Forty eight hours after Matt Smith launched UNISON's One in a Million campaign in Scotland, the TV advert hit the screen in the middle of Coronation Street and Channel 4 News.

An estimated 10.5 million watched the Coronation Street screening on 6 October with a further 1.5 million tuning into Channel 4 News.

The advert forms part of a

Photo: Launching the campaign: Glyn Hawker, Matt Smith and Tom Seggie (see below)

£1m recruitment campaign launched by UNISON two days earlier in London and Glasgow. It features a woman (Gwynne McElveen) walking through the streets to the offices of her boss (Paul Butterworth).

She is joined by more and more workers and as they walk, Harry Nilson's 'One' is playing. She walks into the boss's office

- he ignores her until the whole queue of people cough simultaneously, shaking the room and making him pay attention.

Matt Smith, UNISON Scottish Secretary, said at the Scottish Launch.

"This is a significant campaign that will also involve members, full time staff and retired members. We aim to reach into the heart of Scotland's public services and ensure that all staff are aware of, and have

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... and a member who is glad he joined!

Tom Seggie (pictured above), from East Dunbartonshire, has his job back because he was a UNISON member. He came along to the Recruitment Campaign launch and told SiU why he was backing the campaign.

"I work as a care worker for a voluntary sector employer in Bishopbriggs," said Tom. "I was employed under a variety of contracts continuously from 2001 to May 2003 when the employers sacked me, claiming I was a temporary worker covering a woman's

sick leave. This was the first time this so-called 'cover' had been mentioned!"

UNISON took this case to Employment Tribunal and won. The Tribunal ordered his reinstatement and his employer complied. He is in no doubt that he would not be in that job just now if it weren't for UNISON.

"As the advert says, 'One is a lonely number,'" said Tom.

"I couldn't have pursued my unfair treatment all the way to Employment Tribunal if it wasn't for the support of

UNISON. I am very happy to add my voice to those pointing out that the stronger a union is in terms of members, the more effective it is in defending those members - members like me and you."

Tom was also awarded £25,000 compensation to cover his pay from his dismissal in April 2003 until the ordered reinstatement in August 2004. He also won three years pension contributions that his employer had failed to make!

Agenda for change

From Page 1

"Scottish delegates have asked that we continue our negotiations with the Scottish Executive to ensure that no health service worker in Scotland loses out as a result of this modernisation."

In particular, UNISON wants to pursue further work to get more Admin and Clerical posts out of the need for protection, to remove some special Health bodies and to pursue the position of staff in private contractors.

Karen Jennings, UNISON's Head of Health, points out that doing nothing is not possible.

"It's an equal pay system that's designed to cut out the inequalities and demarcations that are rife in the current antiquated pay system. It is simply not an option to carry on with a system that is failing to recognise or properly reward staff for the work they do."

Ballot papers were dispatched on 13-14 October. If you are a member working for the NHS, or for a contractor in the health service, or your pay shadows Whitley conditions and you haven't received a paper by Monday 18 October - call UNISON Direct 0845355 0845 to request one.

Helpline open hours are 6.00am-Midnight Monday to Friday, 9.00am-4.00pm Saturday - it will be closed on Sundays.

Recruitment TV ad reaches millions - how are you doing?

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the opportunity to join, the union that speaks up for them.

"UNISON's membership has been steadily growing for the last few years, but we need to recruit around 10% of our members every year, just to maintain our numbers."

In the run up to the advert showing, UNISON Officers and activists have been distributing thousands of postcards asking 'Are you one in a million?' at transport stations and major workplaces.

Glyn Hawker, Scottish Organiser, Development and Organisation said.

"Television is a very effective



medium. Our message - that with UNISON behind them members are not only protected at work, but their voice will be heard where and when it counts - will be delivered directly into people's homes."

The advert will be shown

around 3,000 times in the three week period following October 6. It is running on ITV, Channel 4, Channel 5 and satellite across the UK.

The final showings on STV will be on the Paul O'Grady five o'clock show at 17.58 on Wednesday 20 October, Parkinson at 23.00 on Saturday and Foyle's War at 20.50 on Sunday 24.

Materials that make use of the imagery from the TV ad are

available. A poster, A5 flyer and postcard can be ordered direct from the telephone via the online catalogue or downloaded from the website. The stock numbers are 2356 (poster), 2357 (flyer) and 2358 (postcard). Branches wanting to use images for press adverts can get them from www.unison.org.uk/recruitment/pages_view.asp?did=1373

There are also some publicity shots and behind-the-scenes stills on the same page.

Now over to you

Now is the time to capitalise on the campaign, order up the materials available and get out and recruit members. Just five per steward would give 22,000.

Edinburgh Branch tell us they recruited 12 members in a section they thought was fully unionised by setting up a road-show.

Living proof that the single biggest reason people do not join is that they have never been asked!



UNISON logo to tour Spain

South Ayrshire UNISON's sponsorship of local Valspar Boys Club has brought an international bonus.

The team, wearing the UNISON logo on the back of their tracksuits is off to tour

in Spain next spring. UNISON South Ayrshire's Campbell Peden is pictured above with the team (he's on the right - of the picture that is.)

£100k for sheltered housing wardens

Highland Branch reports it has won £100,000 in compensation for over 20 Sheltered Housing Wardens.

For more details and to discuss how your branch might benefit, contact Munro Ross, Branch Secretary (details on contacts website page)

Ina Love - stalwart NUPE and UNISON activist

Stalwart NUPE and UNISON activist Ina Love died on 5 October. She was 76 and had been ill for some time. Here we print part of a tribute by BOB THOMSON



Wilhelmina McKechnie was born in Blackhill. Her first main job was as a telephonist at Springburn Police Station. Unsurprisingly, she met policeman Jimmy Love; they were married in 1954. Jim, Christine and Susan were born before the young family emigrated to Canada in 1960.

Unfortunately Ina and the children returned to Scotland in 1963 without Jimmy. Ina had to bring up the family on her own. It was even tougher times for single mothers in those days.

She obtained a job as a telephonist at Stobhill Hospital, gained rapid promotion and was head telephonist for over twenty-five years.

Ina had an anger about the inequalities and injustices she saw first hand in the Health Service. She joined NUPE, and became a steward in 1968.

In 1976 Ina became the first

chairperson of NUPE's Scottish Divisional Council. In 1979 she became the Scotland & Northern Ireland Women's Representative on the National Executive Council. In 1988/89 Ina was President of NUPE, which she served with distinction.

Ina was for many years the chairwoman of NUPE's Standing Orders Committee, a job that required more than its fair share of tact and patience.

However, Ina was not always straight-laced at meetings. There was a member of the Executive who was always disrupting and prolonging meetings. At one meeting Rodney Bickerstaffe read out a letter of apology from this member

stating a virus had attacked him. Rodney asked if they should send best wishes. Ina exclaimed - sotto voce - "Aye - tae the virus!"

Ina was an early and consistent campaigner for equal rights and equal pay for women. This was displayed in her work in the STUC Women's Committee, of which she was a past-Chairwoman and a much-loved mentor to many leading women trade unionists in Scotland today.

As a trade unionist, Ina understood that major advances could not be made just at the workplace, but required political action. She joined the Labour Party in the early '70s and remained a member until she died.

She served on the Executive of the Scottish Labour Party for over ten years, where she fearlessly argued for NUPE/UNISON policy, especially the National Minimum Wage.

Ina was not a narrow-minded nationalist. She understood the need for international solidarity. In particular, she was an early advocate of the Palestinian cause. She visited refugee camps and was a long-time member of the Labour Middle East Council.

As Susan and Christine know, their mother gave regularly and generously to many charities and campaigning organisations.

However, the Labour movement is not all work and no play. Ina could be the life & soul of the party. She was no mean singer, with her favourites San Francisco and I Did It My Way.

Executive Councils, TUC General Council, British Delegate, etc - all important and prestigious positions in which Ina served well. However, I can tell you from my own experience that Ina was never pretentious and never forgot her causes and her roots. Up till she retired she was still dealing with the day-to-day queries and complaints of members. Ordinary but important to them, one of the reasons why they were in a trade union.

Within NUPE/UNISON, the TUC and the Labour Party Ina argued long and hard for a National Minimum Wage. Of course, it should be higher, but the principle has been established.

That we have achieved this is a testimony to her and the many other trade unionists that campaigned for it.

Annual Conference and Exhibition 2004 Fuel Poverty - the Rise and Fall? Wed 3 - Fri 5 November Apex City Quay Hotel, Dundee



Supported by Eaga Partnership

The Conference will focus on the many initiatives currently underway to tackle fuel poverty, examine the implications of various

reports and new legislation such as the Scottish House Condition Survey, Local Housing Strategies and the Energy Act and discuss how best to meet the target to end fuel poverty by 2016.

UNISON works closely with EAS and delegates will come from across the industry, housing, the community and trade unions.

For information, see website www.eas.org.uk or email ees@eas.org.uk or phone 0141 226 3064.

Get ready to Show Racism the Red Card

by Chris Bartter
Communications Officer

The STUC is calling on all trade unions, civic and community groups, political parties, public authorities and the media in Scotland to support and promote the Annual St Andrew's Day March and Rally Against Racism and Fascism, which is taking place in Glasgow on Saturday 27 November.

This March and Rally started out as a counter demonstration to the right wing racists from the BNP, who tried to make St Andrew's Day their own day of action.

For many years now, the STUC has assumed responsibility for organising the March.

It has become an important event for all those who wish to eradicate racism in Scotland, attracting cross-party political support and a turnout of thousands of marchers.

Combating racist poison spread by the British National Party (BNP) and other extreme right wing groups is everyone's job. UNISON Scotland has

St Andrews Day March to combat racism 27 November

been working with the media and the STUC and local groups to explore the myths of the BNP and the extreme right.

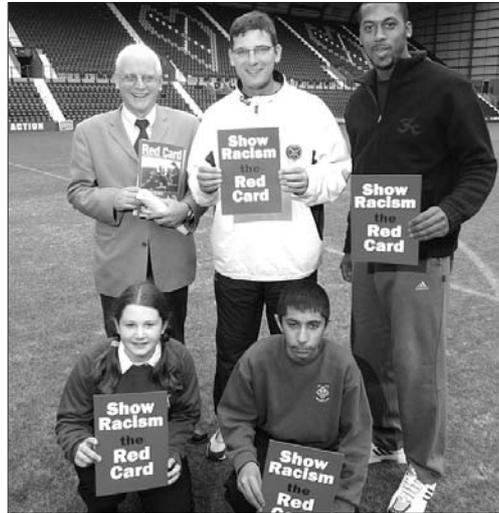
An important link has been UNISON's involvement with Show Racism the Red Card - the campaigning group fighting to remove racism from football.

The past year has again seen racist and fascist groups attempting to promote their poisonous lies, misinformation and politics of hatred.

Scotland rejects racism

On the eve of the European Elections in June, the STUC brought 40 Scottish-based organisations, along with Scotland's six mainstream political parties, to send a clear message that Scotland rejects racism and fascism in our political system.

UNISON was proud to play a key part in that campaign and the wider campaign to stop the BNP getting a hold on our political system.



Yet another excuse to show SiU editor John Stevenson at a UNISON and EIS 'Show Racism the Red Card' event with Hearts manager Craig Levein and striker Mark De Vries

UNISON will continue to produce anti-racist materials for our branches and members.

For more information on the STUC's Show Racism the Red Card Event or UNISON's anti-racist campaign, then please contact the Policy and Information Team.

See also [www.unison-scot-](http://www.unison-scot-land.org.uk/comms/antiracism.html)

[land.org.uk/comms/antiracism.html](http://www.unison-scot-land.org.uk/comms/antiracism.html)

Please order leaflets and posters (£1.20 for 100 leaflets or 25 posters) by contacting Helen Carson at the STUC, 333 Woodlands Road, Glasgow - Tel: 0141 337 8100. Prices for bulk supplies can be negotiated.

New Parliament New campaign

UNISON Scotland was quickly into the new Scottish parliament building with the first trade union evidence session during the first full week of operation. The subject was the Water Services Bill being considered by the Environment Committee.



Dave Watson

Scottish Organiser, Dave Watson set out UNISON's views on the bill and answered questions from MSPs in the hour long session. UNISON welcomes proposals to prohibit common carriage and household competition but opposes non-household competition.

Dave drew heavily on UNISON's experience in the energy industry to highlight the costs of business separation and the additional burdens the structure will place on hard pressed water charge payers.

UNISON's evidence and recent briefings on the water industry are on the UNISON Scotland website. For insomniacs Dave's verbal evidence can be read in full on the Parliament website!

Commenting on the new parliament building Dave Watson said "The facilities are excellent and compliment the open, transparent approach to legislation and scrutiny that the Scottish Parliament has championed".

New briefing on local government pay

Scotland's Local Government Service Group has issued a briefing on the long saga of this year's pay claim.

"At this point there is no way of knowing when a settlement will be achieved", says the briefing but when it is, pay will be backdated.

"The position is a role reversal from the last pay negotiations where UNISON rejected the offer whilst the two unions accepted the offer", the

briefing adds.

Then UNISON ran a ballot that ended up with industrial action.

"The other two unions had on that occasion respected UNISON's position and waited until the industrial action by UNISON was concluded".

The TGWU and GMB were conducting ballots on taking industrial action as we went to press but the timescales were as yet unclear.

The original claim set out by UNISON was for:-

- 5% from 1 April 2004.
- 5% from 1 April 2005.
- 5% from 1 April 2006.

This to be underpinned by a Minimum Wage of £6.60 per hour as at 2006.

In February, in conjunction with the other unions, the final claim became:-

- Flat rate of £1000 underpinned by a Minimum Wage of £6:00 per hour from 1 April, 2004.
- 5% from 1 April 2005.

The claim was lodged with the Employers on the 25th

February, 2004.

The offer

On 7th June, 2004 the employers responded to the trade union side's pay claim with a **first and final offer** as set out below:-

- **2.95% from 1 April 04**
- **2.95% from 1 April 05**

The Consultation

UNISON members were consulted via branch ballots and meetings during June this year.

The result was a two to one vote for acceptance.

What you think of the new SiU

You responded magnificently in your handfulls to the request for feedback on the new look 50th Scotland inUNISON last month.



As a trickle of responses flooded in, the unanimous view was that it was better, livelier and 'crisper' looking. The new colour went down well too.

So if you didn't like it, hard lines, it's too late. Encouraged by this select but perceptive response from members with clear artistic taste and style, we have decided to stick to last month's revolutionary new design and so here we are again.

One respondent suggested it would be better with a letters section. We agree.

So let's have your letters!

Your knowledge and expertise needed

We want to hear from any member with special knowledge on any of the Scottish Executive consultations coming up so that it can be put to good use.

UNISONScotland has a system of Policy Pools you can tap into to ensure we get the best information to inform our responses and submissions.

Check on all new consultations at

www.unison-scotland.org.uk/briefings/parliament.html

If you have any special knowledge of any of these issues, or if you just want to leave your name to be contacted when an issue you are interested in comes up, contact:

The Policy and Information Team - d.watson@unison.co.uk or tel: 0870 7777 006.



Water safety threat obvious over eighteen months ago

UNISON Scotland has backed up the safety warnings made by the Drinking Water Regulator last week.

Indeed the union said the threat to safety had been flagged up over 18 months ago, when Scottish Water announced that 1500 jobs will be cut between 2003 and 2006 to meet financial targets set by the other water regulator, the Water Industry Commissioner for Scotland (WIC).

This was on top of 1300 jobs that were lost in the previous two years.

Dave Watson, Scottish Organiser for Utilities said

"When these financial targets were set in 2001 UNISON estimated that at least 2000 jobs would be lost cutting the workforce by a third (6000 to 4000). At the time we were accused of exaggerating and scaremongering.



April 2003 - UNISON Scotland predicts job losses, affecting safety

"Now we know that the other regulator recognises the threat to public safety contained in his colleague's financial cuts. The STUC and UNISON made just these points to Parliament's Environment Committee last week.

"The Drinking Water Regulator is right, the impact of these cuts will be significant for both staff and the public. It is impossible to cut the workforce by half without impacting on the provision of clean and wholesome water and the safe and environmentally sustainable disposal

able of sewage. "In particular the industry has already lost many of its most experienced staff whose knowledge and skills cannot quickly be replaced. This is especially true if jobs are lost before advanced telemetry monitoring is introduced. The WIC criticised Scottish Water for its handling of 2002's cryptosporidium scare in Glasgow.

He was particularly scathing over Scottish Water's ability to put only 10 vans onto the street. With these further cuts Scottish Water will be

lucky to find a handful of staff who are able to respond to emergencies or more importantly have the experience to prevent problems occurring."

UNISON says that the WIC's financial targets are based on economic theory, not realities on the ground.

Comparisons with England are meaningless because that country has benefited from 25 years of additional investment and had their debt written off at privatisation.

Over the past 13 years £50bn has been invested in water and sewage infrastructure in England and Wales. The equivalent figure in Scotland is £1bn.

Scotland has a crumbling system that is only now being addressed with a £1.8bn investment programme.

That programme will result in facilities that require less staff (although not half) - but they are not in place now.

Capital audit confirms resources are the key to child protection

UNISON's long campaign in Edinburgh to expose the lack of resources affecting child protection and child care work has been confirmed by an expert external audit of child protection.

The council has responded positively by accepting all the recommendations and immediately pumping new money into buildings and IT support.

John Stevenson, Edinburgh UNISON branch secretary, said, "We welcome this action but it has been a long haul. We took a grievance to councillors as long ago as 2001 about this, and we argued that the O'Brien report into the death of Caleb Ness was flawed and had missed this point.

"Now at last a report by three independent experts has found that resources are the key issue thwarting social workers' child protection work".

A council meeting in August received an audit commissioned by the

Our audit has identified many very hard working, skilled and dedicated professionals in the key agencies working together to try to protect children and make their care safer.



council in the wake of the O'Brien Inquiry. Professor Stewart Forsyth, ex senior police officer Douglas Kerr and widely respected social work consultant Anne Black closely examined 41 cases of children on the child protection register and looked at the social work, health and police involvement.

"Their detailed 187 page report is the most extensive ever provided for a local authority in my experience", said John.

"As well as the resources issue, another of their key findings was that information is still not being shared and that often social workers are powerless to get other agencies to pass on information or attend case conferences.

"Even the audit had dif-

ficulty getting access to health files", he added.

"This report shows the council must act now and it must make sure specialist resources, management and support are carried into the new Children & Families Department.

"It also has to address pay urgently to retain its skilled staff. The council can act now but in the medium term the Scottish Executive must act to make the funds available", said John

The report itself says:- "Our audit has identified many very hard working, skilled and dedicated professionals in the key agencies working together to try to protect children and make their care safer.

"We remain concerned that in the absence of adequate resources and without

the resolution of the remaining problems in sharing sensitive information across agencies there remain some children whose safety cannot be assured"

The audit found that there were social work staff shortages, inadequate admin support, poor IT resources, a lack of placements for children and poor buildings and working conditions.

It did address some areas of practice but put this firmly in a resources context and praised staff for the quality of work and reports, noting that the social work report was often the only report available to case conferences.

UNISON Edinburgh Branch has issued its own response to the audit's 49 recommendations.

See www.unison-edinburgh.org.uk/socialwork

What's the Executive spending on your service?

UNISON's Policy and information Team has issued a briefing to branches on Scottish Executive spending plans for the next three years.

Spending will rise from £25 billion this year to £30 billion in 2007-8 - an average increase of 3.6% after inflation. It stands in stark contrast to the cuts imposed by the previous Conservative government and their planned cuts if elected at the next UK general election.

As always there are some services that have gained more than others. The big gainers are health, education and transport. Less welcome is the tighter spending plans for local government.

Justice

Most of this budget relates to services directed by the Executive such as the Prison Service. Most police and fire expenditure is accounted for in the local government plans. Those plans assume an above average increase for police. Fire gets slightly more than the average to cover the fire service pay agreement.

Education

The education budget again largely covers central initiatives with schools funded through local government. Universities get a 30% increase over 3 years with a similar increase for further education, which should go some way towards addressing their financial problems.

Health

A headline 28% increase in the NHSIS over the next three years is good news for hard pressed health boards. We will need to see the detailed budgets to identify how much will be available for real improvements and how much simply to address rising health costs.

Local Government

This is the most disappointing aspect of the spending plans. A 9.7% increase over three years' compares unfavourably with the 23.6% rise in non-council spending. After inflation this is only 1% growth and makes it increasingly difficult for local authorities to meet the Executive's service aspirations. Very little of the additional housing money will find its way to local authorities. Local authorities will be facing further financial pressures when addressing pay inequalities under the single status agreement.

Transport & Environment

Transport gets the bumper 47% increase with the biggest increase to fund the promised concessionary fare schemes and new road building. The water budget is at standstill pending decisions on investment plans.

Capital Investment

The Finance Minister highlighted substantial increases in capital expenditure - up 40% to £3.2bn by 2007/8. The detail will be published later in the Capital Investment Plan. However, local authority capital is only increasing by 7% over the same period. As highlighted in the water investment plans there is a very real issue over the capacity of the construction industry to manage capital investment at this level. In these circumstances it is likely that building costs will increase.

UNISON has highlighted the need for a level playing field between public authorities conventional borrowing and PFI when financing capital investment. We will be looking for the new treasury guidance on this issue to be reflected in the Capital Investment Plan.

We want to hear your news

Won any deals or cases for members? Any 'people' stories we could use? SiU is your paper, we want to hear your stories. Your SiU contacts are:

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