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The year of the Scottish Parliament

Poll calls for *Serving Scotland* themes to go to Parliament

Members say campaign must go on

A MORI poll of members shows they expect pay, jobs and services to be UNISON's priorities in talks with the new Scottish Parliament.



Mike Kirby

In an immediate response, the union's Scottish Committee has extended the union's *Serving Scotland* campaign for public services to carry on through the first session of the Scottish Parliament.

"Serving Scotland's themes of accountable services, quality services and fair treatment for staff that we raised with all parliamentary candidates are confirmed in this survey", said Mike Kirby, UNISON Scottish Convenor.

"Listening to our members, we think the best way to carry out their wishes is to

Themes of Accountable services quality services and fair treatment for staff confirmed by survey

continue the *Serving Scotland* campaign".

The campaign will now be taken up directly with the Scottish Parliament's Executive, Parliamentary committees, political parties and MSPs.

"We have already written to all MSPs congratulating them and enclosing copies of our manifesto", added Mike.

Turn to page 2



Fife workers celebrate return of conditions

Over 140 ancillary workers in Stratheden and Whyteman's Brae Hospitals in Fife are celebrating their return to Whitley conditions thanks to UNISON.

The workers, who's jobs were privatised five years ago when the contracts were awarded to Initial, were happy to learn that an in-house bid had been successful in July 1997.

However the in-house management continued to employ the staff - including new starts - on old initial conditions.

Betty Ferguson, joint branch secretary of Fife Primary Care Branch, takes up the story.

"I was visiting Stratheden Hospital last

by Chris Bartter
Communications Officer Scotland

October." she said. "When the staff told me about this, I could hardly believe it.

The branch obviously took no time in raising the issue with the local management - to no avail. Eventually we took the matter up at directorate level and finally Ishbel Anderson, the Branch Chair, and I were heard by the Trust Board. We were

delighted that they then agreed in principle that these staff should be on trust contracts."

So, as from May 1 this year, the ancillary staff in both Stratheden and Whyteman's Brae Hospitals are back on Whitley conditions - the Trust's contracts mirror Whitley - costing the Trust £ 90,000 per year.

Mary Murray, a domestic at Stratheden Hospital and now a stew-

ard for the ancillary staff, says they now feel they are being treated with some degree of fairness.

"The staff felt cheated, having backed the in-house tender, only to find no difference to their conditions."

She said. "Now that UNISON has backed our case, everybody has benefited, with increased pay rates, holidays, and sick pay. It goes to show the worth of being in the union."

Local Government pay talks to start in earnest

The real talking on pay will start on 21 June when UNISON negotiators next meet Scottish local government employers. UNISON has already rejected a 3% offer last month.

"Unlike England and Wales, we are in a unique situation in Scotland where the costs of the reduced working week do not

by John Stevenson
SiU Editor

apply this year.

"Any deal we can recommend to members would therefore need to be more than England and Wales", said Dougie Black, UNISON Scottish Local Government Chair.



Matt Smith analyses the 'tremendous significance' of the Parliament and looks to the future - p2

Serving Scotland campaign - p3

UNISON faces in the Parliament - p4



UNISON backs Stevie in aid for Bosnia - p3

Highland Healthcare wins allowances - p2

Detriment dead? - p3

UNISON backs Chhokar family Campaign - p4

Have a great day at Pride Scotland - p4

Glasgow NHS credit union success - p3

Quick Guide to Courses - p4

STUC Youth Conference - p4

'Its task is not merely to govern but to initiate, to innovate, and to repay the faith of the Scottish electorate'

Now we've got our Parliament we need to meet the challenge

The Parliament we elected on 6 May 1999 is like no other we have experienced. It has no predecessors for comparison, and must establish a pattern for its successors.

Its task is not merely to govern but to initiate; to innovate; and to repay the faith of the Scottish electorate.

That the legislation establishing the Parliament was based on the consensus of the Constitutional Convention and is of tremendous significance.

A political party - the Labour Party - took on board a set of proposals agreed by people who

tionality, and containing a fairer share of women members (although not yet enough). It can and may vary income tax. In its early days it has proved itself capable of independent thought and has created an institution quite different from that at Westminster.

We have a Parliament with power to act on any issue not specifically reserved and the ability to speak out on any issue it so chooses.

We have a coalition government, which may be a continuation of consensus politics, or may be an attempt for secure parliamentary majorities. Only time will tell.

Traditionally trade unions in Scotland have

What is the significance of the new Scottish Parliament for UNISON members? Matt Smith, Scottish Secretary, reflects on the outcome of the election and where we go from here.

Serving Scotland campaign, to highlight the needs of Scotland's public services.

Three key themes underpinned the campaign.

- We called for people to be given a say in their service.
- We called for quality services.
- We called for teamwork.

We continue to voice our concerns over divisions created when some service providers have cuts and job losses inflicted upon them, while others are protected.

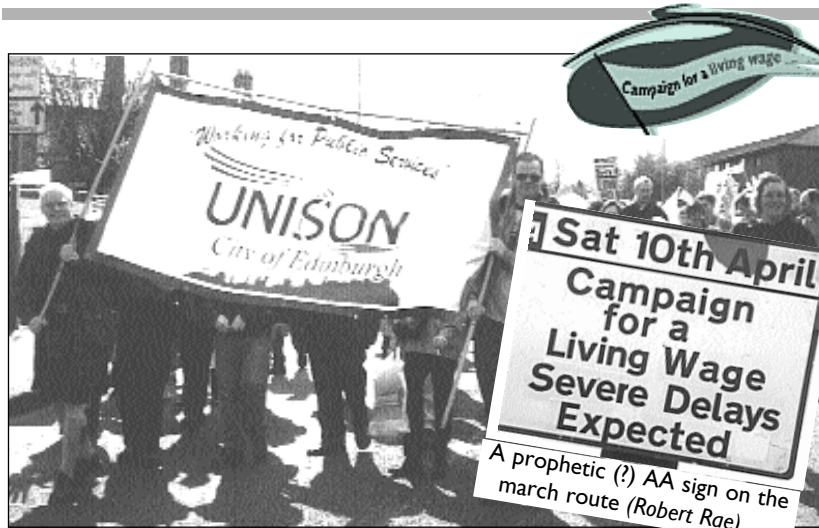
Nowhere is this more relevant than in the case of PFI, which will continue to be a major issue for UNISON.

We will continue to reassert the public service ethos. The ethos so undermined over the past couple of decades. It is now fashionable to knock public services and to assume that efficiency and profit are one and the same thing. They are not.

Inevitably there will be a new look at many areas of our public services. The interface between them and the Parliament is of great significance, as is their relationship one with the other.

New models of service delivery to reflect the social inclusion agenda will need to take account of the principles of community planning and the lead role identified for local government.

All of this sits well



Scotland out in force for march

A UNISON Scotland train took 500 members to join an estimated 25,000 marchers in Newcastle for the Campaign for a Living Wage event on April 10.

Taking over an hour to cross the Tyne Bridge, the march culminated in an

afternoon of music and family entertainment at the Telewest Arena. Inside the arena, in a concert costing just £3.00 (the minimum wage up to age 21) thousands enjoyed music from Ash, The Devine Comedy, Travis and Fungus.

with the principles outlined in Serving Scotland. Above all the principle of team work takes on a new significance. We should not only have public service teams within the public services but increasingly across the public services.

The Scottish Parliament has a wonderful opportunity to address these issues in a holistic manner and not on a piece meal basis as so often in the past.

We too must change. We must be better focussed in putting forward our agenda. The opportunity to influence early, to involve our-

selves in pre-legislative scrutiny, and to serve on, and provide support to, parliamentary committees means new responsibilities for us.

We will need to adapt and change to meet them. For example we have within our ranks trade unionists with expertise across a range of services. We must do better in tapping into that wealth of knowledge to enhance our arguments.

The challenges of the new Parliament are therefore two-way. We want to be listened to and expect to have our views taken seriously. That demands that we better articulate

our case, and better resource our arguments.

Whether as individual trade unions or acting collectively through the STUC, or indeed working with others, we need to embrace new ways of working. The Scottish Parliament provides the opportunity to develop methods which are appropriate to Scotland.

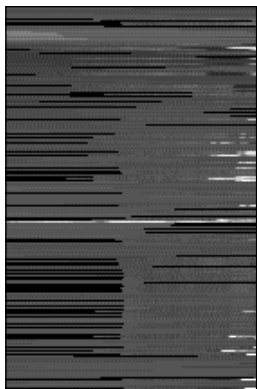
Whether or not they are appropriate for other parts of the United Kingdom is not relevant.

We argued for a Scottish Parliament so we could do things better in Scotland - we need now to get on and do it.

Our vested interest ...is in the people we represent, their families and communities, and we offer no apology for that.

It is why we embarked on our

Serving Scotland campaign, to highlight the needs of Scotland's public services



Matt Smith

were not necessarily party members or even supporters, and had the confidence to place them in its manifesto for government. This was new to British politics and its significance was not properly appreciated at the time.

The consensus process has continued with the work of the Constitutional Steering Group, again broad based. Its work built on support from a range of views across Scotland. The similar principles underpinning the establishment of the McIntosh Commission on the Parliament and local government, is also welcome.

We now have a Parliament built on consensus, elected on propor-

understood the importance of consensus support. We have worked with civic Scotland, and benefited from the shared vision, whether in opposition to the poll tax, in support of our industrial base, or to promote international solidarity such as Jubilee 2000. We need to continue that work into and with the new Parliament.

UNISON is very much aware of the impact of a Scottish Parliament on our services, our members and their living standards. Our vested interest is real. It is in the people we represent, their families and their communities, and we offer no apology for that. It is why we embarked on our

Highland Healthcare wins allowances for A&C staff

Highland Healthcare Branch have won agreement for admin and clerical staff to be entitled to proficiency allowances.

Said Adam Palmer, Branch Secretary, "The proficiency allowances were outdated, so

by Morag Stevenson
C&C Committee

UNISON came up with a new list which included admin and clerical staff.

"The new deal means that these staff will now be entitled to an allowance if they gain

certain qualifications. We're very pleased as this is the first agreement to be struck with a Health Board which includes admin and clerical staff."

The branch is also involved in fighting off proposals by the Board to convert night shift

workers to rotating shifts.

□ The branch is also close to reaching agreement on changing senior managers' (grades 0-3) to clerical and admin scales, bringing the managers into negotiating structures.

Jim Waller an appreciation

The whole of UNISON was shocked to hear of the premature death from a heart attack, of Senior Regional Officer Jim Waller at the end of April.

Here, John Lambie (UNISON's Scottish Head of Health), gives us a short appreciation of the man.

The too early death of Jim Waller, robs UNISON Scotland of a long-serving officer, and one of seemingly limitless energy.

I first came across him when I started my NUPE career around 21 years ago.

He had also just started as a NUPE officer after a period at Newbattle Abbey College where he had pursued his studies as an adult after working in the dairy industry in Dumfries - where he originally came from.

His career as a NUPE and then UNISON officer was fairly standard. Different local authority and health branch packages at different times including those in Tayside and Edinburgh, and was, at one time, NUPE's Education Officer in Scotland.

In UNISON Jim became a Senior Regional Officer and gradually gained the responsibility for the utilities - Gas, Water and then Electricity.

Jim was always on for direct involvement. No matter where or when he was always willing to deal with members problems - probably too willing with the benefit of hindsight. He had to be hands-on on everything and was fascinated by new technological developments. I remember he had an early miniature TV for example.

It was because of this IT interest he became involved in various video conferencing projects for NUPE and then UNISON, and was always ready to expound on the virtues of whatever new project was going on. He would also often bend over backwards to assist his fellow officers.

It is true to say that Jim's stories were legendary, as was his commitment to the union and its members. He had seemed to be returned to full fitness after his multiple by-pass operation. Sadly we now know that was an illusion.

Our sympathies go out to his wife, Linda and his sons Leslie and Graham. They must miss him dreadfully - I know we do.

The customer service challenge

Fifty delegates attended a highly successful conference run by UNISON in May on The Scottish Utilities - *The Customer Service Challenge*.

The conference was organised to discuss a report by The Centre for the Study of Regulated Industries, looking at the performance of gas and electricity in the private sector and water in the public sector. See next issue for a full report by John Taylor (Gas Branch Scotland)

Poll backs campaign

From page 1

"We are now writing to the new ministers looking for meetings and will be arranging meetings with MSPs from all parties to express our members' concerns", said Mike.

The poll was carried out by MORI in March 1999, surveying 505 UNISON members across Scotland.

Members were asked;

"Which two or three of the following would you most like UNISON to make the top priorities in discussions with the new Scottish Parliament?"

The replies were:

Priority	%
Wage levels	50
Improved job security	28
Rights for part time workers	25
Ending privatisation of public services	24
Better health & safety at work	21
Improving the quality of services	21
Rights for training at work	21
Public sector pay	19
More jobs in the public sector	14
Improved equal opportunities	12
Improved recognition for unions.	10

What next for Serving Scotland campaign

The successful *Serving Scotland* campaign has modified its targets to ensure UNISON's message is put across in the new Parliament.

"Within three days of MSP's being elected UNISON had contacted them all, reminding them about the campaign. The information we are getting back is that they found this useful - and

by Chris Bartter

Communications Officer Scotland

Serving Scotland
campaigning for Scotland's public services

particularly because it came before the masses of material that they have now started to receive", said Matt Smith, UNISON Scottish Secretary.

The campaign will keep in

contact with MSP's from all parties who have had a UNISON connection - not just those sponsored MSP's, updating them on the union's policies and concerns.

The 'manifestos' also continue. These, more detailed, expansions of the main manifesto were published on PFI and on women. Now planned are issues on local government, health care, housing

and equalities.

Agreement has also been reached to co-sponsor a Fabian Society conference on the legislative agenda for the first term of the Parliament, and investigations have started on a major conference on PFI.

The whole area of UNISON's relations to the new Parliament will be discussed at a seminar in August.

Backing Stevie for Bosnia

by Helen McPhie
Stirling UNISON

Stirling Council Branch Member Stevie Harrower is to make his own personal contribution to relieving the plight of Bosnian families - by delivering vital supplies straight to the heart of the zone.

Stevie will be driving a reconditioned refuse truck, partly sponsored by Stirling UNISON, containing 10 tonnes of high protein foods which will be divided between two refugee camps as part of an Edinburgh Direct Aid mission.

Council cleaning supervisor Stevie will work up to 20 hours a day making deliveries but said that his previous experience of preparing a Stirling Council relief mission to Bosnia 2 years ago was the inspiration for undertaking a task of this scale.



Left to Right are UNISON Members; Stevie Harrower, Sandy McLean, Andy Douglas, Jane McCormack and Marion Henderson.

"I did a lot of work on the first vehicle that went over there just to get it ready and I felt that this was a worthwhile cause to volunteer for" said Stevie, who admitted that his decision to venture into the heart of the war zone was a

worry for his family.

"They are quite happy about it now but my wife was a wee bit apprehensive about it at first and so were the kids, but we talked about it and now I think they are quite proud!"

Stirling Council Branch

members have supported Stevie in this venture and the Branch has contributed towards the fuel costs of the gruelling four day journey across Central Europe which will see 2000 boxes of locally donated goods reach their destination.

Detriment dead at last

Dundee Council has finally conceded in the long running 'detriment' battle with UNISON.

"We were the only union to fight detriments through tribunals and we warmly welcome these moves", said Mary Crichton, Dundee City UNISON branch secretary.



UNISON had won a test case for member Jill Arshad which held that staff who were downgraded at reorganisation should have had wages protected.

The Council appealed and lost but have only now conceded that the poorer protection put through by the then Secretary of State Michael Forsyth should not apply.

"It is just unfortunate that the Council has put their employees through so much worry and wasted taxpayers money defending the indefensible", added Mary

First for Glasgow NHS Employees Credit Union - and another UNISON success

The Glasgow NHS Employees Credit Union, launched just six months ago, now has 360 members (just over 10% of staff) from the Southern General, with shares (savings) standing at £76,800 and loans standing at £23,000.

The project started with publicity in *Organise in UNISON*, the Southern General branch magazine and culminated in the long process of getting support for the project from the Trust and the other trade unions.

This involved meetings with the unions and the Trust directors along with representatives of the Scottish League of Credit Unions (SCLU) who we had contacted for information and

support.

We had to evidence to the Trust what support existed for a staff credit union. We circulated a bulletin to all staff asking for them to fill out the tear-off slip if they were interested in joining a credit union. 500 staff responded.

The Trust agreed to support the credit union and provided facilities to assist the volunteers:

- 10 days paid leave for 18 staff members for training
- access to the Trust's internal mailing system
- funds for training and purchase of computer software
- temporary office accommodation for a year
- access to employees through the payroll

Robert Rae's ex Southern General UNISON branch backed his idea for a hospital credit union in 1997.

Here Robert outlines almost two years of publicity, organisation and hard work to make the idea a reality.

- Free deduction of member's contributions/savings from salaries.

The Credit Union Committee agreed to affiliate to the Association of British Credit Unions (ABCUL) as most of the industrial credit unions were affiliated to them (as opposed to SCLU) which give us support and learning from other ABCUL affiliates.

Ian McCormack ABCUL Scotland's co-ordinator provid-

ed the training for the CU volunteers and have continued to provide support and guidance.

It was a long drawn out process before we finally received approval from the Register of Friendly Societies in October 1998. We launched the Glasgow NHS Employees Credit Union on 1 December last year.

We will be launching the Credit Union in the Victoria Infirmary (which is now part of the South Glasgow Hospitals

NHS Trust along with the Southern General) at the end of June. which should hopefully see an substantial increase in membership.

The biggest problem has been providing a service when we do not have any staff and all our volunteers are full-time workers. Hopefully this will change as the credit union grows.

As a Branch we are very proud to have initiated and help establish the first Scottish NHS Credit Union, and with a potential 30,000 members employed within the Greater Glasgow Health Board area the prospects look good.

Special mention should also be given to Davie Dawson Head of UNISON Welfare and the board of the Welfare fund for their donation to the credit

union's start up costs and to Nigel Bush of UIA (Insurance) for his support and the sponsoring and printing of 10,000 application forms for the credit union. This helps us maintain the UNISON link with the credit union.

The 'common bond' of the Glasgow NHS Employees Credit Union includes: Greater Glasgow Health Board employees, Trust employees in GGHB area, employees of contractors employed wholly within an NHS Trust establishment in GGHB area, employees of the Credit Union (when we get some).

- Credit unions provide dividends on savings and loans at lower rates than elsewhere. Members must continue to save while repaying loans.

UNISON faces in the Scottish Parliament

UNISON's *Serving Scotland* campaign will hopefully have a head start at Holyrood because of the number of UNISON members and officers who have been elected to the Parliament.

From the APF sponsored/supported candidates to UNISON members and officers standing under their own steam, there are now between four and fourteen MSP's who have had some connection with UNISON or its predecessors.

The four APF supported MSPs were **Scott Barrie**, (Social Work Stewards Convener, Fife UNISON), **Karen Gillon** (better known as Karen Turnbull, Chair, Scottish APF Committee and a UNISON activist from North Lanarkshire), **Janis Hughes** (former Glasgow Royal Infirmary branch secretary), and **Margaret Jamieson** (Regional Officer for many of the Ayrshire Branches).

Those of you watching the results will know Karen even had the pleasure of being the first woman elected to the Scottish Parliament.

Other UNISON members/officers elected for Labour included: **Allan Wilson** (Senior RO, Higher Education); **Rhoda Grant** (Administrator, Inverness Resource Centre); **Andy Kerr** (Senior Officer, Glasgow City Land Services Dept); **Cathy Peattie** (Director, Voluntary Action Resource Centre).

Those elected for the SNP include **Richard Lochhead** (Development Officer, Dundee City Council); **Michael Matheson** (Community OT, Stirling Council); **Shona Robison** (Senior Community Worker, Glasgow City Council) and **Kay Ullrich** (former Social Worker, Strathclyde Region)

MPs with UNISON membership who won seats include **Henry McLeish** and **Dennis Canavan**.

Congratulations to all of them, and those other MSP's who had former connections with UNISON or predecessor unions. That makes up a substantial number who hopefully have the interests of Scotland's public services at heart.

We'll be in touch!

UNISON courses at a glance

August

24-26	Stewards Induction	Edinburgh
27-29	Introduction to Law at Work	Glasgow
31 Aug-2 Sept	Stewards Induction	Glasgow

September

3-5	Branch Management	Edinburgh
3-5	Branch Finances	Edinburgh
3-5	Equality & Fair Treatment	Edinburgh
3-5	Health & Safety Stage 2	Edinburgh
3-5	Branch Magazine Editing	Paisley
7-9	Stewards Induction	Perth
7-9	Stewards Induction	Kilmarnock
9-12	Tutor Training Stage 1	Clydebank
14-16	Health & Safety Induction	Glasgow
21-23	Health & Safety Induction	Edinburgh

October

1-3	Assertiveness (Women)	Irvine
5-7	Grievance & Disciplinary	Glasgow

12-14	Grievance & Disciplinary	Edinburgh
19-21	Grievance & Disciplinary	Perth
22-24	Stewards Induction	Pitlochry
26-28	Grievance & Disciplinary	Kilmarnock

November

12-14	Law at Work Stage 2	Glasgow
18-19	Stress at Work	Glasgow
25-26	Stress at Work	Edinburgh
26-28	Grievance & Disciplinary	Dundee
30 Nov-2 Dec	Stewards Induction	Glasgow
30 Nov-2 Dec	Stewards Induction	Edinburgh

December

10-12	Law at Work Stage 3	Glasgow
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Extra courses may be organised, look out for them. Courses should be booked at least two weeks in advance. Applications must be signed by branch secretary or education officer.

Most Stirling staff stressed says survey

Ninety-four per cent of Stirling Council workers have suffered stress at work, reports UNISON's **LOW-DOWN** last month.

The figures come from a survey carried out by the branch. It will be used to urge

the council to adopt a more supportive approach to the causes of stress and towards absence management.

The new South Glasgow Hospitals **Southside UNISON** is a bumper 16 page issue with a pull out supplement and sur-

vey on bullying, great coverage of the living wage event and Uncle Bob's invaluable union advice page.

This is a great vehicle for the newly formed branch.

Shetland Health leads on NHS pay

with details of new structures.

It also covers a host of local and wider issues including support for the local Amnesty group backing Daw San San in Burma.

The City of Edinburgh's



UNISONNews leads on the potential strike in Revenue and Benefits after a 16 month dispute.

STUC Youth Conference

Birthplace of new leaders?

by Emma Phillips
Young Members Forum

The Annual STUC Youth Conference is being held in Glasgow from 25-27 June. Delegates from all over Scotland will join First Minister, Donald Dewar and a panel of the youngest MSP's to discuss Social Inclusion, the theme of this year's conference.

Next years STUC Youth Committee will be elected - and possibly people will wonder which of them will go on to other things. This committee has proved a breeding ground for many of our current Trade Union leaders, and at



On to greater things? The NUPE delegation to the 1986 STUC Youth Conference. (l to r) Graham Smith (now Depute General Secretary STUC), We don't know who the next person is; Janis Hughes (now MSP for Glasgow Rutherglen), and John Slavin, (former NUPE activist who moved into working in the NUPE offices and then left to join the RAF. Rumour has it that he is now in the Military Police!

least four of the recently elected MSP's.

UNISON will be taking motions on Gay & Lesbian Rights, Violence against Women, and Call Centres

to the conference. Other topics of debate include the National Minimum Wage and the Scottish Parliament.

Further information is

available from myself (Emma Phillips) on 0131-557 5228 or Rozanne Foyer STUC Assistant Secretary on 0141-337 8100.

Have a great day at Pride Scotland

Pride Scotland will take place in Edinburgh on Saturday 19 June 1999 with UNISON Scotland again being a major sponsor of the event.

City of Edinburgh, Edinburgh Health Care and Gas branches are hosting a pre-march reception at 26 Albany Street from 10.30 until noon that day. Snacks and drinks will be available (please bring your membership card for security).

The event is open to all UNISON members, please bring your branch banners along to the march and together we can fight for equality for all UNISON members.

PLEASE NOTE: This venue is not wheelchair accessible.

Bus

The UNISON West Network (covering branches in the West of Scotland) is providing a bus for UNISON members to and from Edinburgh via Motherwell. The bus will depart Edinburgh at 10.30pm that evening. For further information or to request a place on the bus please contact either Neil MacInnes (0958 754315) or Raymond Brown (0403 530478).

We have invited our MSPs and we hope that they and you will make every effort to attend this great day OUT! In addition Lesbians in UNISON are asked to attend an informal gathering at 2.30pm at the UNISON stall to look at



**Saturday 19 June
Broughton Street
Edinburgh. 12 noon
with a 12.30 start.**

Route will include Princes Street, The Mound to The Meadows.

(Pre march reception 10.30)

organising a summer social event for the future.

Festival will include live music, dance tents, womens only space, health tents, stalls, creche etc.

Contacts

Please contact Pride Scotland for further details about the festival.

Please contact Tracy Gilbert, City of Edinburgh about UNISON reception.

UNISON backs Chhokar family's fight for justice

UNISONScotland has donated £500 to the Chhokar Family Justice Campaign and is urging branches to give further donations.

Surjit Singh Chhokar, a 32 year old Asian man and father of two was surrounded by three men and stabbed to death in street in Wishaw on 4 November last year.

Three white men were arrested and charged with murder but only one stood trial. He walked free after only being charged with assault, and after the prosecution did not move for sentence.

The trial judge, Lord McCluskey condemned the Crown Office for not bringing all three men to trial for murder.

The Campaign's aims are:

- to support the Chhokar family's fight for justice
- to demand those accused of killing Surjit Singh Chhokar are tried for murder
- to call for an inquiry to make sure this never happens again.

Look out for branch circulars with details of how you can help

Stephen Lawrence Inquiry lessons

Full details of the lessons to be learned from the Stephen Lawrence Inquiry have gone out to all branches.

See your branch secretary for details

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.

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