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**UNISON launches campaign for Scotland's public services**

## Challenging parties to revitalise services

by Chris Bartter  
Communications Officer

**UNISON is to mount an £80,000 campaign to challenge all the political parties to deliver in the crucial area of Scotland's public services.**

The union issued its manifesto for the election at the last Scottish Council. Entitled *Revitalise our public services*, it sets out a series of principles that need to be adopted before public services can be delivered successfully.

The £80,000 campaign will involve newspaper adverts, direct mailing to PPCs and other organisations, and a magazine to all 150,000 UNISON members calling on them to challenge their candidates to adopt the union's principles.

Matt Smith, Scottish Secretary said, "The manifesto sets out eight principles that need to be adopted to successfully revitalise our public



‘It is the most comprehensive and innovative look at public service renewal Scotland has seen’

Matt Smith services. It is the most comprehensive and innovative look at public service renewal Scotland has seen.

"It is based on a public service ethos; on the principles of selflessness, integrity, objectivity, openness, accountability, competence and equality.



It also deals with specific areas of Scotland's public services outlining the issues and the union's solutions."

UNISON rejects the artificial 'produce/consumer' divide, argues for planned development that involves new methods of monitoring and collaboration between services.

It rejects funding public services

from the private sector and calls for resources to be made available to attract necessary staff and to allow broader service delivery.

The manifesto is a mixture of credit and criticism in its treatment of the Scottish Government's track record.

**Turn to page 2 for details round the services....**

## 'Not in our name' say UNISON thousands

by John Stevenson  
SiU Editor

**With estimates of up to 90,000 people rallying against war in Glasgow on 15 February, it was the biggest event to be seen in Scotland in modern times.**

But it hasn't stopped there. Over 7,000 people turned out in Edinburgh on 6 March to an early evening lobby of the Scottish Parliament as two marches from across the city merged.

The Stop the War Coalition is now

calling on people to demonstrate around Scotland at teatime on the day war starts. Look out for local details.

UNISON, in conjunction with Christian Aid and CND, also lobbied the UK parliament on 12 March when the union called on the government to re-think the war against Iraq.

Speakers included Bill Rammell MP, under-secretary for the United Nations, Sally Keeble, under-secretary for International Development and Phil Shiner from Public Interest Lawyers.

**Turn to Stop the War page 2**



## Branches win organisation awards

**Scottish Enterprise Careers and Development Branch** are £500 better off after winning the UNISON Scotland **Organising and Recruitment Award.**

This reflected success in recruiting in non-union workplaces and rebuilding the branch.

Second prize and £200 went to **North Glasgow Hospitals** for organising and recruitment around the pay campaign and forming a stewards committee.

**North Lanarkshire** picked up the £100 third prize.

### ● Membership Participation

**Aberdeenshire** came first for a campaign across a wide geographical area, followed by **Glasgow Health** and **South Lanarkshire** for a learning at work initiative.

### ● Negotiation and Representation

**East Dunbartonshire** and **Lanarkshire Health & Primary Care** branches picked up joint awards.

### ● Communications awards

**Orkney Local Government** won the prize for **best publication** with its magazine *The Issue* edited by Fiona Cowan and special bulletins for social work staff across a host of islands.

**Lothian Acute Health Branch** won the **Electronic Media prize** for its regular email newsletter for members produced by Lui Giacomello.

Full comments should now be out to all entrants.

- **Loss of John Lambie and Ronnie Shankland** - p2
- **Nursery nurse strike?** - p3
- **Social Work campaign** - p3
- **Anti - Euro stance** - p3
- **Say No to Racism** - p3
- **NHS White Paper** - p3
- **Bill violence pledge** - p3
- **GATS water threat** - p3
- **Energy shambles** - p4
- **Disabled Conference** - p4
- **Agenda For Change** - p4
- **L&G special forum** - p4

# Parties must revitalise public services to deserve our vote

## From Page 1

The manifesto welcomes the substantial additional resources now going into Scottish public services.

It also welcomes the ground-breaking Staffing Protocol, addressing the two-tier workforce created by PPP schemes, while maintaining our opposition to PPP as an expensive, wasteful way of funding public service renewal which fragments the public service team.

The union is clear on what is needed in our public services. That is the issue of resources or capacity. It is an issue that no party is tackling adequately.

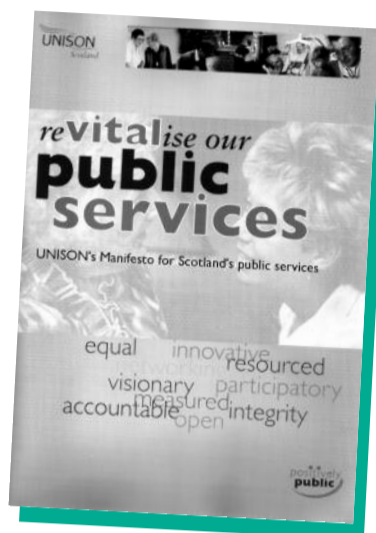
It is clear that no advance will be made in the maintenance let alone the expansion of public services unless resources are made available to tackle staff shortages, increase training, and address priority areas.

## Health & Social Work

For example the current staffing crises in social work and health care are not simply problems of low salaries, although that is important.

They are also problems of the level of support and understanding given to people who choose these difficult jobs and need a short/medium and long term strategy.

*Expensive 'quick fixes' using*



**Manifestos are in branches or see it at [www.unison-scotland.org.uk/revitalise](http://www.unison-scotland.org.uk/revitalise)**

*private agency staff cannot solve the long-term problem.*

## Low Pay

Matt was also clear that UNISON will not be resting on any laurels as far as low pay is concerned.

"Low pay across the public services cannot continue."

He said "UNISON welcomes the recent deals that we have fought for both in local government and health, that bring the lowest paid above the £5 per hour figure for the first time.

## Education

"Now we and Scotland's political parties need to broaden this fight to include in particular, higher and further education and our community and voluntary sector, where low pay continues to be prevalent - affecting a disproportionately high number of women.

## Nursery Workers

"Nursery workers too are badly paid for the importance of the service they deliver. It is ironic that the people who are in the frontline at the start of the education of our future generation are not recognised for the contribution they make. It must be changed if welcome commitments to nursery education are to be delivered successfully."

## Voluntary Sector

The manifesto also welcomes the recognition of the community and voluntary sector as an important deliverer of public services, but failure to properly resource this sector, and indeed many organisations who fund this sector, must be tackled.

We cannot successfully deliver joined up services involving different public sectors if some are being under resourced.

## Water and Energy

In Water and Energy, we need to step back from the failed ethos of competition and to develop a strategy that builds on our strengths.

Co-ordination and retention of skills and expertise are more important than short-term competition and pared safety margins.

These points and many others will be being made to parties and candidates direct, and publicly through newspaper advertising and by direct mailing of UNISON's large membership.

**Matt said, "Parties need to be aware that UNISON members have a vote and are likely to use it. They must address the concerns of those who provide and use or public services if they are to deserve those votes and, more importantly, if we are to successfully deliver revitalised public services."**

## Law on funding campaign

NB: Because of the restrictions on 'Third Party' campaign spending imposed by the *Political Parties Elections and Referenda Act*, public campaigning by branches during an election period may put us in breach of the cost limits that this Act imposes.

A circular will be going out to branches dealing with the implications of this. In the meantime, if branches are planning or running public campaigns can they check them out with Chris Bartter or Dave Watson in the P&I Team at West Campbell Street before incurring any expense.

## Stop the war

### From Page 1

UNISON General Secretary Dave Prentis told the Glasgow Rally, "No war, not in my name and not in the name of UNISON. This war is immoral, it's wrong and together we will stop it."

UNISON's National Executive has issued a statement on Iraq which condemns Saddam Hussein's regime but says that change must be brought about "by a political rather than a military solution".

It also calls for increased political and diplomatic pressures on the UN and the US to find a peaceful resolution to the crisis in Palestine and Israel.

It calls on the UK Government to "respond positively to the legitimate concerns of our union and the British people" and explicitly state they will only operate under the auspices of the UN and work towards an alternative to war.

### More Information

The full NEC statement can be found at:

[www.unison.org.uk/international/iraq.asp](http://www.unison.org.uk/international/iraq.asp)

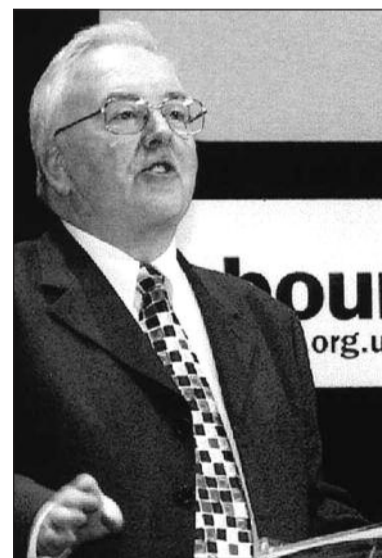
Other helpful links include [www.unison-scotland.org.uk/internat/inter.html](http://www.unison-scotland.org.uk/internat/inter.html), where there is also news on the middle east crisis.

See also [www.banthebomb.org/peace/index.shtml](http://www.banthebomb.org/peace/index.shtml), for news on the Scottish Coalition for Justice not War, and [www.stopwar.org.uk](http://www.stopwar.org.uk).

## Obituaries

### John Lambie 1943 - 2003

Obituary by Dave Watson from the *LabourLinkScotland* newsletter.



The sudden death of John Lambie on 26 January has come as a great shock to all of his colleagues and friends.

It is deeply sad to know that he only retired from his work with UNISON last June.

John was one of the leading trade unionists of his generation, in UNISON, NUPE, and way back in his days in the AEU. There was a determination about John whether he was on a case or pursuing a claim and he was very well connected within the NHS throughout Scotland.

John believed in a better society for all and was committed to our public services, pursuing his ideals through the Labour Party, which he Chaired in 1999 and served on its Scottish Executive until his death.

As Scottish Secretary to the APF John used his impressive influence within the Labour Party to promote UNISON policies to good effect.

He will be greatly missed but will be long remembered by those who had the joy of knowing and sharing time with him.

• See further tributes from Matt Smith at [www.unison-scotland.org.uk/tribute.html](http://www.unison-scotland.org.uk/tribute.html) and on the Herald website at <http://www.theherald.co.uk/obituaries/archive/31-1-19103-21-3-23.html>

### Ronnie Shankland 1946 - 2002

Obituary by John McFadden

Ronnie Shankland, died suddenly on 14 December last year, whilst on holiday in Cuba with his partner Doreen.

The tragedy of that was compounded by the seemingly endless red tape both here and in Cuba, and Doreen's great courage was pushed to its limit in trying to get him back to Scotland in the midst of her grief. Ronnie's life was tragically short but it was a life well lived.

Ronnie was born, the youngest of three children, in Govan in 1946. Leaving school at 15, he became an apprentice draughtsman with a firm of civil engineers. His first union activity - trying to unionise his fellow apprentices - nearly resulted in him losing his job. He married Carole in 1966 and went to university late - after his first child Carron was born, and qualified as a civil engineer.

After his graduation he joined Glasgow Corporation Roads Department and stayed with them



for almost 30 years, through reorganisation to Strathclyde Region and back to Glasgow City.

Almost all of that time his trade union activities were central to his work, and he variously held positions as Senior Steward, Service Conditions Officer and Vice Chair within his Branches and at other levels of the union.

Service Conditions negotiations were Ronnie's forte, and to see him argue a case was like watching a terrier with a bone. He was committed to using the collective strength of the union to fight individual cases of injustice, and did it well.

Carole and he split up later in life,

but the family (now with two children, Carron and Darren) retained a close relationship. Ronnie began the partnership with Doreen about 12 years ago - acquiring an additional family in Doreen's children Moira, Aileen and Donald and their children.

Ronnie retired in 1999 and spent his retirement as actively as the rest of his life. He went on a round the world trip - taking a year to travel and visiting his brother in Australia on the way. He also spent time looking after his families including his mother, playing golf, watching Partick Thistle, socialising with friends and working for Community HEART and ACTSA - with whom he also travelled to South Africa.

I have been privileged to know a great personality. Generous, committed - both to his family and to his union, a socialist, a man of action and someone who loved adventure, good company, good humour and a good dram!

He was also honest, and didn't suffer people he considered liars or cheats or who abused power. He let these people know what he thought. Thankfully he met few of those.

He will be sorely missed and our condolences go out to his families.

# Social Work campaign to launch demands

by Chris Bartter  
Communications Officer

A further conference to discuss the next steps in UNISON's campaign to tackle the crisis in Social Work has been called for 2 April.

This conference will see the launch of UNISON's objectives, detailing the areas that Government, the employers and the SSSC need to tackle if they are to address the problem properly.

Stephen Smellie, Chair of the Scottish Social Work Issues Group (SWIG) who have been working to establish what the issues are across Scotland and to thrash out the correct proposals said,

"Whilst the falling behind of pay for qualified social workers and the low pay of unqualified staff has had its detrimental effect, it is by no means the full story. The government needs to tackle problems of support for front-line staff, training, and stan-

dards if it is to stem the tide of over pressured social work staff voting with their feet."

The Issues Group will continue to consult with the social work membership to clarify their concerns and to pursue them with employers, government and the standards commission.

As we went to press details of the results of work done by CoSLA's Task Group on Social Work Recruitment & Retention were awaited.

## UNISON decides on anti - Euro stance

UNISON Scotland has agreed to join a Scottish anti-euro grouping and to throw its weight behind the Scottish Democracy against the Euro campaign.

Delegates from Scottish branches agreed last month to confirm the union's national position of opposition to the Euro because of the potential damaging effects on public services.

Matt Smith, UNISON's Scottish Secretary, said "UNISON's concern about the effect that joining a unified currency would have on public service spending is well known. We are second to none in our support for greater European co-operation and recognise the positive benefits this can bring, but we cannot hand away democratic control over our public services, to non-elected bankers and financiers".

# Nursery nurses take step nearer strike action

Scotland's 5,000 Nursery Nurses took a step nearer strike action as a delegate meeting last month voted overwhelmingly to request a ballot on industrial action.

The Nursery Nurses have been campaigning for a review of their jobs for two years and say that the low pay and status of nursery nurses is jeopardising the Government's nursery education plans.

Carol Ball, Chair of UNISON's Scottish Nursery Nurse Working Party said:

"Nursery Nurses are rapidly coming to the end of their tether. After pressing Scotland's employers to sit down with us to look at the issue, we have been handed a report that takes us precisely nowhere. We feel we have wasted six months."

Scottish Local Authorities, first claimed that grading of nursery nurses was at individual council's discretion, then agreed to set up a Scottish-wide working party when

**'Nursery Nurses are rapidly coming to the end of their tether'**

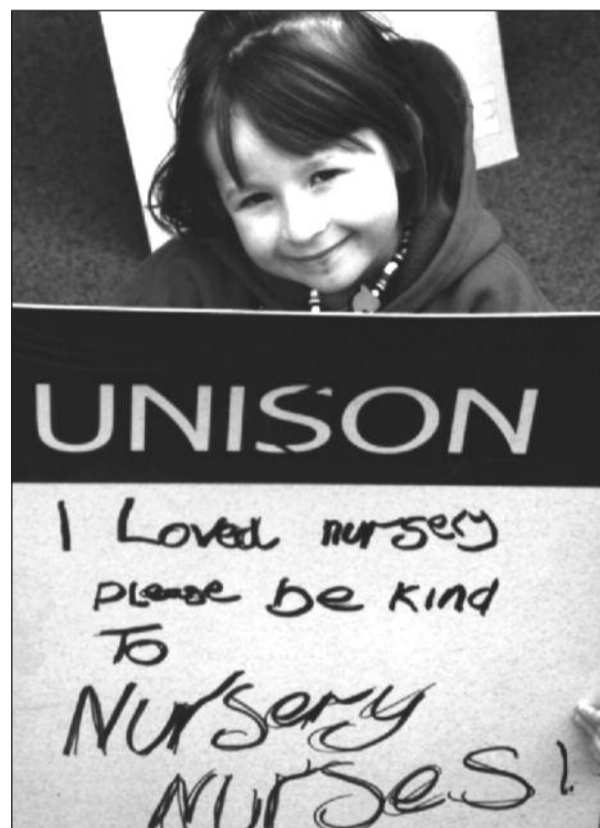
UNISON put claims in to every Scottish council.

But the report of the working party sidesteps the crucial issue of nursery nurses pay and grading. UNISON is looking for a review of the status, career structure and pay of nursery nurses across Scotland.

Carol Ball said "Nursery nurses are a key component in the Government's plans to increase the range and importance of pre-school education.

"Without recognition of that fact by the government and the employers, the future of the strategy is jeopardised."

The union will now have more detailed discussions on the form of action proposed before setting the ballot process in motion.



A young supporter at the rally which launched the campaign

## NHS White Paper practical, pragmatic and principled

UNISON Scotland has welcomed the launch of the Scottish Executive NHS White Paper and have described it as "practical, pragmatic and principled".

Jim Devine, UNISON Scottish Organiser for Health said,

"This White Paper is the next step in the strategy to create a new healthcare system here in Scotland, a healthcare system that is patient and client centred, but one that also appreciates the contribution of its staff".

Jim said mistakes were made in the past when major reorganisation meant that the NHS took its eye off the ball and forgot about its main function, namely patient care.

"This policy paper is further evidence that here in Scotland we are ending the fragmentation of the Scottish Health Service.

"Devolution is about innovation not imitation. The Scottish Executive can be congratulated for producing a practical, pragmatic and principled policy document."

# Scotland must say NO to racism - be there on April 26

by Jane Carolan  
National Executive Member

Horror stories abound in the press on a daily basis about Britain being 'ripped off' by refugees seeking asylum in this country (usually referred to as economic migrants), of schools being swamped by pupils those who 'don't speak the language', of social security fraud perpetrated by claimants with 'no right to be here', of the terror threat that comes from 'them'.

What all the stories have in common is that their not-so-hidden agenda is that Britain is a white country and that only white Britons belong here.

The stories have no basis in truth or history but serve the purpose of creating a climate in which those



**Jane Carolan sets the scene for UNISON's anti racism day in Manchester**

who belong to ethnic or religious minorities, be they Black, Asian, Chinese, Moslem or whoever, have something less than the human rights and human dignity to which the rest of us are entitled.

Such a philosophy is racist, however some of those commentators who use it try to dress it up. It was once associated with the extreme right. In its everyday manifestations however it has become such common currency that it is beginning to be taken for granted, taken as a common sense view of the world.

Racism, fascism and xenophobia are at their most dangerous when they don't present as skinheads with nazi tattoos, combat fatigues and heavy boots.

They are at their most dangerous when they present themselves as middle aged white men in grey cardigans who can talk the language of the tabloid press and present themselves as campaigners for their community, arguing that they only want to see 'fair shares for those like us'

Many such candidates stand in those areas which suffer from the most acute deprivation, and can easily present themselves as the best way of making protest about existing conditions. That is the real danger of racism, fascism and xenophobia.

It has already happened in

France, where last year's presidential election was dominated by the fascist Le Pen. It is starting to happen here. Election results are going the way of candidates from the parties who would previously have been described as the far right but who can now tap into a commonplace racist outlook.

UNISON has always been at the forefront of campaigning against racism in this country and at its conference last year unanimously decided to take the lead in the campaign against the far right.

Part of that fight is to continue to fight for universal public services and public sector investment in all communities. Equally however, there is a time to stand up and be counted. That time has now arrived.

The message that racism is intolerable and immoral can no longer

be confined to committee meetings and the annual St Andrew's Day march in Glasgow.

UNISON will be taking its anti-racist message out in Scotland during the next few months and making sure that we are arguing on the doorsteps that racism is not acceptable. Every branch should be prepared to support anti-racist initiatives locally.

Every campaign needs a focus however to make our presence felt and to generate positive publicity.

That's why April 26 is anti-racism day. If every branch in the country sends just two members to the rally in Manchester there will be a sizeable contingent saying 'Scotland says NO'. Surely we can do better than?

Remember please, anti racism isn't just for conference in June.

# Tough action on violence to public service staff

by John Stevenson  
SiU Editor

**The Lord Advocate is to issue guidance to Procurators Fiscal urging them to deal seriously with violence towards public service workers.**

Colin Boyd gave this assurance to the Scottish Parliament in the Criminal Justice Bill debate.

UNISON had supported an amendment by Paul Martin MSP

which would have created a new offence of assault on firefighters and emergency medical teams, although the union had also been pushing for an extension to all public service workers.

But the assurances led Paul Martin to seek to withdraw his amendment for two reasons.

“The first is that there will be a proactive approach to sentencing policy, and I welcome the guidance from the Lord Advocate on that. The second is

that that policy will embrace all public sector workers as discussed by the Lord Advocate and Karen Gillon (MSP)”, he said.

In a lively debate, with a great deal of consensus from all parties about the need to protect staff, the Parliament decided to vote on the amendment but it fell with MSPs favouring the Lord Advocate’s statement.

Violence is on the increase, in certain sectors we are talking a 100-200% rise in assaults. As well as

firefighters and ambulance workers, social care staff, accident and emergency unit staff, traffic wardens and many others are experiencing serious assaults at the hands of their customers or clients.

UNISON Scottish Secretary Matt Smith said, “All these workers are working - often unsocial hours, and in poor conditions, to deliver all our services. We have a moral obligation to give them the best protection we can.”

# GATS risk to water everywhere

by John Watson  
WDM Scotland

**Robert Giuseppe, the leader of the Trinidad and Tobago labour movement, visited Scotland at the end of February to highlight their successful campaign against water privatisation.**

For three years his union worked to overturn the control of Trinidad and Tobago's water by UK company Severn Trent International, finally forcing a return to public provision.

However, their achievement could now be undermined by a little known trade agreement being negotiated in Geneva.

The General Agreement on Trade in Services (GATS) exists to promote liberalisation of service sectors to the global economy.

UNISON and the World



Robert Giuseppe, President General, National Union of Government and Federated Workers, Trinidad and Tobago addresses the meeting.

Development Movement (WDM) are leading the UK campaign to oppose GATS.

Coinciding with Robert's visit a leak revealed European nations presenting other countries with extensive demands for liberalisation of services, including essential sectors such as water, energy and telecommunications.

Trinidad and Tobago is one of

the 72 states, many of them developing countries, which have been requested to open their water sector to the activities of foreign companies.

**Few people in Scotland yet realise that a reciprocal request has been made of the UK.**

In addition to locking in water privatisation in England and Wales, this threatens the public

nature of water supply in Scotland, as Scottish Water is protected from GATS only if it is a monopoly provider.

Given the presence of PFI projects and the commitment to allow private suppliers access to the network, this protection seems very shaky indeed.

Robert Giuseppe closed his tour with a meeting in Glasgow, saying,

“We have always supported the view that water must remain in public hands....”

“We talk about the phenomenon of globalisation, but here we can see a clear example of the international resistance that is developing against the key promoters of selling our public assets such as the WTO, the World Bank, the International Monetary Fund and the FTAA.”

Further information on GATS can be found at:- [www.wdm.org.uk](http://www.wdm.org.uk).

## Energy competition market ‘shambles’

**UNISON Scotland has welcomed the long awaited Energy White Paper. but criticised the competition market for energy as a ‘shambles’.**



Dave Watson

The union has criticised unrealistic targets for the generation of electricity from renewable sources. It fears that if the largely unproven technology does not deliver viable electricity, then the UK will be at the mercy of insecure imported gas supplies.

UNISON Scottish Organiser for Utilities Dave Watson said: “We want to see a balanced generation policy to ensure security of supply and to support a key Scottish industry. In addition to investing in renewables, the government should support clean coal technologies at Longannet and Cockenzie and keep the option of replacing Hunterston open.”

UNISON remains highly critical of the government's support for liberalised energy markets. The current competitive market is a shambles with thousands of confused customers and companies closing down plant and investment.

Dave Watson said: “The time has come to bring some sanity back to Scotland's energy industry. We need a planned energy policy that provides safe, secure, viable and sustainable generation which contributes to the economic future of Scotland and eliminates fuel poverty”

UNISON has published its own 'Scottish Energy Strategy' which is available on the web site at [www.unison-scotland.org.uk/response/energystrategy.html](http://www.unison-scotland.org.uk/response/energystrategy.html)

### SCOTTISH DISABLED MEMBERS SELF ORGANISED GROUP ANNUAL FORUM - 5 APRIL 2003

11.00 am, STUC, 333 Woodlands Road, Glasgow G3 6NG

The Calling Notice is on the UNISON Scotland Website and is available in alternative format, eg e-mail, floppy disc, tape. Please contact Ann Hulme/Mary Scott at West Campbell Street to arrange.

We intend to have the normal business of Elections for the Scottish Disabled Members Committee, Speaker and Motions. We are also aiming to have, depending on response, some discussion groups. Topics for these will be advised on the day.

The Annual Forum is open to all disabled members in UNISON in Scotland so please circulate this widely in your Branch to promote participation as best you can.

## L&G members discuss broadening remit

by Neil McInnes/Jim Mearns  
Scottish Lesbian & Gay Group

The Scottish UNISON Lesbian and Gay Committee is holding a membership forum in Dundee on the afternoon of 17 May 2003 to discuss the involvement of bisexual and transgender people in the self-organised group.

As a result of discussion at their National Conference in November 2002, UNISON's National Lesbian and Gay self-organised members are discussing the potential for widening membership to cover bisexual and transgendered people.

It is expected that there will be a motion to expand the membership definition at the annual conference this November and the National Committee is keen to encourage as many members as possible to give

their views on this issue.

**All lesbian, gay, bisexual and transgender UNISON members are invited to attend to give their views.**

The Scottish Committee hopes to have speakers to open the discussion but primarily this will be an opportunity for UNISON members to let their views be known in a safe and supportive environment.

In order to give the Committee an idea of the level of interest, any UNISON LGBT members wishing to attend should register in advance with Neil MacInnes, Secretary, Scottish Lesbian and Gay Committee, UNISON, West Campbell Street, Glasgow. Neil may also be contacted via the UNISON Scotland website.

It may be possible to register on the day, in which case individuals should bring with them proof of UNISON membership.

## Agenda for Change

Full details of all bulletins for health staff are now available on the UNISON Scotland website at [www.unison-scotland.org.uk/nhs/nhs.html](http://www.unison-scotland.org.uk/nhs/nhs.html)

- Briefing Notes on Job Evaluation
- Frequently Asked Questions
- The full document
- OT staff briefing

## 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: [comms@unison-edinburgh.org.uk](mailto:comms@unison-edinburgh.org.uk)