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# Signed Up? - Now it's time to recruit

**M**ore than 96% of members in Scotland have 'Signed Up' for UNISON, and many individual branches have topped this with figures soaring up to and past 100%. But some areas have struggled and we now need a strong recruitment campaign.

"There are losses which have to be made good", said Anne Middleton, UNISON Scotland's Deputy Secretary.

And this campaign is starting now with a major drive, capitalising on the information and enthusiasm in Strathclyde.

It will cover all branches with members in the area, building up to a rolling programme across the country in the next few months.

This will allow resources to be focused and branches to gather their energies and enthusiasm.

"At a reasonable guesstimate, including all the service groups in Strathclyde could double the known recruitment potential", said Glynn Hawker, Senior Regional Officer.

That could be up to 50,000 public sector workers who are not yet members of UNISON.

Plans under way for the campaign include...

- A UNISON Day to launch the campaign
- A UNISON bus giving advice and information surgeries.

**could be up to  
50,000 public  
sector workers  
who are not yet  
members of  
UNISON...in just  
one area.'**

"Significantly, Sign Up identified enormous recruitment potential with 17,000 manual and 7,000 APT&C staff belonging to no union at all in the Strathclyde area alone."

That is why a Scottish Recruitment Campaign is a logical development from Sign-Up.



ANNE MIDDLETON

**'the Scottish campaign must be effective if we are to remain strong.'**

● **Training Activities for stewards and activists who are new to recruitment.**

"Many activists are tired and fed up after the Sign Up campaign in branches", said Glynn.

"But you will appreciate that the Scottish campaign must be effective if we are to remain strong."

UNISON is about to launch a national campaign. The Scottish

campaign is intended to spearhead and complement that campaign, developing from our areas of strength.

"Successful recruitment will depend on enough people asking 'will you join UNISON?'."

"Your involvement is vital to the success of the campaign and, therefore, the future of UNISON in Scotland", added Glynn.

## Here at last!

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your SiU!**

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**Scotland in UNISON is here at last.**

Since UNISON was born in Scotland, the Communications & Campaigning Committee has been working to build a bulletin edited in Scotland, for Scotland and covering Scottish UNISON issues.

This is the first of a quarterly bulletin that will go out to 6,000 stewards and contacts throughout Scotland as a wrap-round to *UNISONWeek*.

The bulletin is a start. We hope to build towards a regular bulletin for all members when resources allow.

It is YOUR bulletin. It is controlled and edited by elected lay members in Scotland

and produced with Chris Bartter, full time Scottish Publicity Officer.

If it is to succeed it must be relevant to everyone. For that we need your help.

● **We need your news.** A major breakthrough for the branch, a 'nuts and bolts' regrading or a human interest story - they are all important.

● **Send us copies of your branch newsletters and press releases.** You can use stories from *SiU* in your branch publicity.

● **Don't worry about having to write it.** Just phone up one of the editorial panel and give us the facts - we'll do the rest and check it back with you.

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**The UNISON Scottish Council bulletin for activists**



# Scotland's nurses & Tories do not mix

**Just 1% of UNISON's Scottish nurses would vote Tory.**

That's the result of a Gallup survey of nursing opinion carried out for the union earlier this year.

This may not be surprising, given the Government's track record in the NHS and the figure for nurses in England is only slightly higher at 4%.

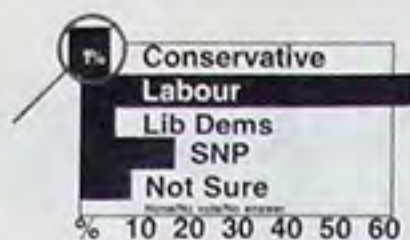
But there are clear differences in both the determination with which Scotland's nurses have made up their minds to vote, and in the party

running second.

The 'Unsure/Don't Know/No answer' figures for Scotland only total 8%, half of the figure for the UK.

There appears to be a considerable degree of consensus amongst nurses on the party they would support.

Both in Scotland and UK-wide the support for Labour is in the high 60%'s (69 and 66 respectively), although it pales into insignificance against the 74% support in Wales.



The second party favoured by Scotland's nurses is the SNP. However its 17% share is well below its rating of 30-40% in national opinion polls.

In England, the Lib Dems come second at 14%.

Jeanette Watson, UNISON's Vice-Convenor in Scotland, and a staff nurse at Glasgow's Stobhill Hospital said:

"What surprises me is that there was any nurse in Scotland who was prepared to give support to the Tories! Mind you the figure is so small we could probably identify them individually..."

The poll, which was taken at the end of May this year, was part of a broader survey of nursing and midwifery staff, carried out for UNISON by Gallup.

**Local Government - The Future: As the Local Government (Scotland) Bill passes its final Parliamentary hurdles, MATT SMITH Scottish Secretary, indicates two areas where campaigning must continue. Staff protection and democratic services.**

# FIGHT ON TO DEFEND STAFF AND SERVICES

**The battle in which UNISON has been involved in this past year or so has been about the very future of Scotland's local government.**

We can be proud of the stand that UNISON has taken, and the campaigning we have been involved in.

We have not been diverted into squabbling about boundaries - the great irrelevance designed by the Government to ensure that the key issues were not debated.

**The proposed authorities are unitary only in name. A huge raft of services will be provided by a dogs breakfast of quangos...**

Those issues were and are about public services, and have formed the centre of our campaigning. Campaigning that has been justified by the fact that others are now taking up our case.

When reorganisation was first mooted, most of us

suspected that it had little to do with improving local services. Nothing in the Government's last 15 years had given any indication that they had any concern to provide better local government.

Instead they had already determined to create a phony 'need' - that of unitary authorities - and to use that to further dismantle the structure of local government in our country.

The proposed authorities are unitary only in name. A huge raft of services will be provided by a dogs breakfast of quangos, government departments and joint boards.

Direct accountability of councillors to the electorate will dwindle.

There is also of course the special case of Scotland's water.

The Government gave two excuses for privatising water. First that Treasury rules would not allow the funds for necessary capital expenditure to be borrowed.

Second, that the new local authorities would not be big enough to provide a viable service. These are excuses, because they were both created by Government and could have

been resolved by them.

The fact that they choose not to do so, makes clear that the political agenda is a step-by-step approach to privatisation.

With the Royal Assent upon us, however, we need to concentrate on the two major areas. Membership protection, and the continuing campaign

**protection of our members and provision of services are inextricably linked; we will continue to defend one with the other.'**

for democratically accountable local services.

In the first category, the unions have a good track record.

We were very successful in the last reorganisation in looking after our members' interests. In ensuring they had jobs and protecting their pay and conditions of service.

This time we face an uphill struggle.

We know the the Staff Commission, now in place, will be a useful vehicle if it is



MATT SMITH

**'We can be proud of the stand that UNISON has taken, and the campaigning we have been involved in.'**

allowed to make its decisions without the interference of the Secretary of State.

Nevertheless major problems lie ahead.

UNISON will fight both within the negotiating machinery and with the current and successor authorities to secure the best possible agreement for its members.

We will use any legislation available to meet these ends.

The protection of our members, and the provision of services are inextricably

linked, we will continue to defend the one with the other.

Organisationally, we need to urgently consider our branch structure and ensure that we have moved (or at least are fast moving) towards a structure which can respond to the needs and aspirations of our members.

Getting them through this traumatic and unwanted upheaval is top of UNISON's priorities, and we are better equipped than most to meet that challenge.

## Grampian: Working together to protect employee rights

UNISON is playing a leading role in Grampian to protect members in the event of local government reorganisation, reports Regional Officer VAL LOCKHART.

The branches, while still opposing the legislation, have persuaded all the existing local authorities to work collectively with UNISON to meet the Acquired Rights Directive/TUPE (regulations designed to protect workers where undertakings are transferred).

Lezley Cameron-O'Brien, secretary of

the Banff & Buchan branch said, "At the moment we are discussing mostly general staff transfer matters, and some policy matters. But these early discussions have created the industrial relations culture for more detailed negotiations next year".

The branches meet every six weeks to consider strategy, share information and discuss developments.

UNISON is also convening a reorganisation conference on staffing matters in December.

## Jean Harrison

**A tribute by George Paterson**



**UNISON in Scotland was stunned by the death of Jean Harrison on 1 June 1994, at the age of 35.**

Jean, who started her trade union life over 15 years ago in the partner union COHSE, aspired from branch secretary to National Executive member, the post she continued to hold in UNISON until her sudden and untimely death.

Jean worked as an enrolled nurse in Strathclyde Hospital and was actively involved in setting up the Enrolled Nurse Forum which she vigorously campaigned for at every opportunity.

Wherever she went, whether it was at home or abroad, Jean was an ambassador for her union.

At the Labour Party, the TUC or the STUC, you would always see and hear Jean debating the needs of the health service, women's issues, proportionality and all the political issues of the day.

As a member of the STUC General Council, Jean was elected Chair of the Health & Social Services committee.

Indeed it was ironic that she chaired her first meeting only a few days before her death.

Jean was an outgoing, friendly, full of fun person who knew how to enjoy herself.

She worked tirelessly for what she believed in and even in the hottest of debates, always came out smiling.

It may be some time before there is a steward who could match up to Jean's standards in trade unionism.

Jean is survived by her parents and her son. There is no tribute that will replace her loss but they, like all those who knew her, will have memories of a truly outstanding person both in and out of trade unionism.



*Health Visitor puts professional judgement first in immunisation wrangle - and UNISON was there to help.*

# UNISON backs health visitor in jags row

PUBLIC SERVICES WEEK

## 82% of Scots Oppose Trusts

Results of a poll commissioned by UNISON and announced in Inverness by John Lambie, Head of Health for UNISON in Scotland, show massive opposition to NHS Trusts.

The STUC/UNISON campaign bus was there for the occasion as part of October's Public Services Week, and the issue won wide press coverage.

82% of people in Scotland were against trusts, with 57% of Tory voters showing the same opposition.

Ewen Corbett, Highland Area HS Branch Secretary told Scotland in UNISON that, in one trust locally, half of the senior consultants were leaving this year.

Asked if this was result of the problems, Ewen said "I don't believe it is a coincidence."

## Welfare; who is looking after yours?

Scottish Welfare Chair Tom Clarke has called on all branches to appoint a Welfare Officer or contact to ensure that the full benefits of UNISON's Welfare Fund reach them.

The Welfare Committee has been active in raising several issues with the Welfare Management Board and one notable success has been that ex-NUPE and COHSE retired members will now have access to the fund.

### Bureaucracy

"Other issues have not been successful and we have come up against bureaucratic UNISON at its best", complained Tom.

"If we are to have a proper Welfare AGM next year as we have been promised, it is essential that we achieve a proper structure that lay members can influence. We shall see."

For its part, Scotland held a successful Welfare day seminar in September, attended by over 40 delegates.

"We were greatly encouraged", said Tom "and thanks must go to the committee and the staff from Edinburgh and London who made it such a success."

by Chris Bartter  
Scottish Publicity Officer

It is possible to get the Scottish Office to agree with UNISON! This has been demonstrated by the determination of a Glasgow-based health visitor not to compromise her professional judgement.

Anne Patrick, a UNISON Steward working out of Castlemilk Health Centre stuck to her judgement when put under pressure by a general practitioner to administer unnecessary doses of the Hib, anti-meningitis vaccine.

**'If any child had adverse reactions to such injections, where would we have been placed?'**



ANNE PATRICK

Eventually, clarification was issued by the Home and Health Department ensuring that the unnecessary vaccinations were not required.

An original Scottish Office circular seemed to suggest that three doses of the vaccine, were required by children over the age of 13 months before they could be considered fully immunised.

The accepted medical advice is that children over 13 months only require one dose to be immunised. GP's are required to fully immunise a certain percentage of children to trigger payments for any of them, and pressure was going on to give the extra vaccination. Anne said:

"I felt it was very dangerous for doctors to push what were to my mind unnecessary vaccinations. If any child had adverse reactions to such injections, where would we have been placed? So I checked that the dosage we were administering had not changed and raised the complaint through the appropriate channels.

"These were ineffective until UNISON intervened. Only then were the Scottish Home and Health Department

alerted to the situation."

Karie Murphy, Branch Secretary of Glasgow's Community Nurses Branch, said:

"We are proud that one of our members defied the financial pressures and refused to administer unnecessary vaccinations. Such extra doses could not have been defended on professional grounds. People's professional registration could have been at risk."

The nurses in the practice came under severe pressure to administer the vaccinations, as they were directly employed by the doctors concerned. So it was vital that UNISON pursued an authoritative statement. Jim Devine,

**'Such extra doses could not be defended on professional grounds'**

UNISON Senior Regional Officer, pursued the matter with the Scottish Home and Health Department.

Ultimately the Chief Medical Officer issued a circular stating that where a child had had one injection prior to reaching 13 months old, only one further injection was required to complete the programme. The story reached the attention of the Herald, which spread the story of the power of UNISON.

## DOMESTIC VIOLENCE

# Edinburgh deal first to help victims

by Morag Stevenson  
Chair, Communications & Campaigning

Edinburgh District Council Branch has struck a deal which will help staff who are victims of domestic violence.

Other local authorities have issued statements on the subject, but Edinburgh believes this is the first actual agreement of its type in Britain.

The branch was first to raise the issue and the deal developed through a working party of union reps and council officials.

Irene Stout, Branch Equal Opportunities Convener said,

"Our union has been a strong supporter of the authority's widely respected Zero Tolerance campaign and it was through the increased awareness of the extent of domestic violence that we saw the need for this agreement."

"The willingness of the authority to develop the initiative was particularly welcome and I am sure many other unions and branches throughout Britain will wish to seek similar agreements."

The main points of the agreement include a range of innovative measures:

- **Help:** Employees suffering domestic violence will be able to approach designated Contact Officers who will help staff contact appropriate professional advice or assistance from agencies like the Police, Social Work and Women's Aid Centres.
- **Confidentiality:** Any approach will be treated in complete confidence.
- **Paid leave** will be granted for appointments during working hours, including making alternative arrangements for child-care, schooling, seeking rehousing etc.
- **Redeployment:** The agreement recognises domestic violence may carry over into the workplace. In that case the employee can request redeployment.
- **Training:** The Council will include the topic of domestic violence in training courses and issue appropriate literature to employees.

She lives with a successful businessman, loving father and respected member of the community.

Last week he hospitalised her.

**Z**

EMOTIONAL, PHYSICAL, SEXUAL MALE ABUSE OF POWER IS A CRIME

EDINBURGH DISTRICT COUNCIL WOMEN'S COMMITTEE  
WORKING FOR ZERO TOLERANCE OF VIOLENCE AGAINST WOMEN

Franki Puffles



# Who's who in UNISON Scotland?

You almost feel sorry for the people who win elections these days, such is the task of welding three different traditions into one united UNISON.

The short straws of leading UNISON in Scotland into its first year fell to a youth social worker and a staff nurse - enough said about how much they've needed their professional skills.

Mike Kirby, Scottish convener and Jeanette Watson, vice convener have presided over new and exciting lay led

by John Stevenson  
Editor

structures in Scotland.

We now have a lay Treasurer, Pat Rowland from Strathclyde, and elected lay committees covering Education & Training, Communications & Campaigning, International issues and Welfare.

Developing self organised structures are in place for women, black members, disabled members and lesbian & gay members.

The various services, (like Health, Local Government,



JEANETTE (Don't use this picture) WATSON

Gas etc) have their own service group structures, so that they control their own bargaining.

These are all overseen by a Scottish Committee made up of members elected from the Scottish Council and appointees from service groups and self-organised groups.

In turn the Scottish Committee answers to Scottish Council, a body made up of branch delegates from the whole of Scotland.

The role of Scottish Council is fundamental to the union's democracy and branches need to make sure they are represented.

The concept of lay leadership in partnership with professional full time staff is entrenched in the concept of UNISON.

The full-time team is led by Regional Secretary Matt Smith, with Associate Secretaries Bob Thomson and Chris Binks.

They are responsible for a range of Regional Officers, specialist officers and support staff throughout the country.

UNISON has main offices in Glasgow (2), Edinburgh, Perth, Inverness and Aberdeen.



MIKE (What have I said wrong now?) KIRBY

A directory of all UNISON in Scotland contacts was going out to branches as we went to print.

A new round of elections will take place in early 1995 and Scotland in UNISON will bring you full details.

# Cuban & South African Twins?

UNISON's Scottish International Committee has been quick off the mark in choosing a way of giving tangible help to trade unionists in Cuba and South Africa.

Scotland has decided that the most effective way, both to deliver the kind of help that our trade union colleagues need, and to see specific, tangible results of that assistance, was to "twin" UNISON in Scotland with specific regions and trade unions in different countries.

This will hopefully lead to the building of close relations between the co-operating regions and true 'international solidarity'.

In Cuba, Scotland is twinning with the Trade Union Centre in Holguin province.

Trade Unions are organised differently in Cuba, and there is no one obvious body organising staff equivalent to those covered by UNISON.

So UNISON came up with the idea of linking with the union movement

by Chris Bartter  
Scottish Publicity Officer

as a whole.

Anyone who has been following the news recently, knows the problems that the Cubans are facing due to the US attempts to blockade the revolution into surrender, and the potential for aid and tangible support is enormous.

## Victory

In South Africa, too, despite the encouraging developments of the ANC victory and the final abandonment of white rule, much needs to be done.

The expectations of the oppressed black majority will need to be dealt with sympathetically and fairly, even if they cannot all be satisfied at once.



UNISON's Charlie Thomas, Richie Carroll and Paul Graham visit Cuba's Holguin province last year

The infrastructure and finance to do this needs to be found from a system totally unused to these motivations.

In South Africa, UNISON in Scotland was planning to twin with a newly merged "super union" of public service

workers.

But apparently the merger has hit "teething troubles" (haven't we heard something similar a little closer to home? - Ed) and UNISON is going ahead with a twinning agreement with one third of 'the South

African UNISON' - the National Education and Health and Allied Workers Union (NEHAWU) - and in particular it's regional organisation in Eastern Province.

Some people are cynical about such twinning arrangements, as John

Barton, Chairperson of Scottish UNISON's International Committee freely admits.

## No Junket

"Some people simply view it as an opportunity for the privileged few to go on a junket," he said.

"But if that is all it achieves then people would be right to be cynical. It certainly isn't the case in Scotland's International Committee.

"The whole purpose of these twinning links, is so that branches and ordinary UNISON members can become directly involved in projects that a) benefit the communities overseas, but b) as importantly, benefit the members in terms of education, and in ensuring lay member involvement in specific developments."

John continued, "Whilst a lot of these projects will involve giving money, that is not the only means of support.

"Quite often the support can be donations of materials, or lobbying employers for them to donate material.

"We want branches to come up with schemes, and we'll be suggesting themes once the twinning arrangements are more advanced."

## Election results

There were low returns in the elections for the service group executives (national committees looking after pay and conditions), UNISON's first exercise in national democracy.

In Local Government, Dougie Black (Edinburgh District) romped home in the General seat, 8,498 votes clear of Bramley Eccles (Alloa LA). Jim Robertson (Motherwell District) came third. Glasgow District's Jane Carolan took the women's seat from Caroline Llewellyn (Motherwell LA). Wilma Durkin (Edinburgh No 1) was unopposed in the low paid seat.

In the Health Care vote, Alex Joyce (Gogarburn) squeezed home by 268 votes from James Urquhart (Lothian Area Health) in the general seat, and Anna Sloan (Paisley HS) took the women's seat from Elinor Grimshaw (Glasgow Eastern HS). Caroline Moore (Paisley HS) was unchallenged for the low paid seat.

Higher Education saw a clean sweep for Heriot Watt as Kate Muir (Heriot Watt ex-NALGO) and Fran Weir (Heriot Watt ex-NUPE) were unopposed in the women's and the low paid seats respectively. Jim Hill (Heriot Watt ex-NUPE) completed the hat-trick by beating David Milne (Edinburgh University).

No elections took place in either the Gas or Electricity service groups. Chris Gorman (Edinburgh District Gas) and Geraldine Markle (Clyde Valley Gas) took the general and women's seat in Gas respectively. Danny Gillespie (Scottish Power) and Ian Galbraith (Scottish Nuclear) were returned for their (employer-based) constituencies. The Scottish Hydro seat attracted no nominations.

Full election results can be found in UNISON-Week, 21 Oct issue.

As a public utility becomes a global oil and gas concern, what are the dangers for members?

# Gas faces dramatic change

UNISON members in the gas industry are facing the most dramatic change in their working lives.

And UNISON is working to improve its own structure to better represent the members during this time of change and uncertainty.

British Gas has made it clear that the company is moving from the traditional UK Gas business to a global oil and gas company.

This restructuring is having a major effect on UNISON members. The company announced 25,000 job losses by 1998.

UNISON does not believe that there are 25,000 willing volunteers and the

by Geraldine Markle  
Chair Gas Committee

company refuses to give any guarantee of no compulsory redundancies.

UNISON is moving towards one branch for Scotland to bring together all Scottish activists and provide an improved bargaining position, communication channels and branch organisation in its future dealings with British Gas.

UNISON members still employed after the restructuring will be working for a very different company. Profitability will be the only criteria for survival of the new business units and members will need, now more than ever,

a strong trade union structure to protect their interests.

Some of the company's proposals to ensure profitability include...

- reduced basic pay
- performance related pay
- individual contracts
- reduced holiday entitlement
- abolition of the National Joint Machinery
- single table bargaining
- no strike clauses.

Over the last year, UNISON has mounted an intense campaign to inform the politicians and the public to the effect these changes will have on its members and the consumer.

To date the campaign has been

successful in locating an area office in Uddingston with approximately 200 jobs.

UNISON has also ensured a review of six Scottish showrooms earmarked for closure.

At present UNISON is working at national, regional and local level to ensure that no changes to negotiating structures, conditions of service or salary agreements take place in any business unit without the agreement of the National Joint Council.

The company's proposal will have an effect on every employee. If you know of anyone who is not a UNISON member, let your local steward or branch secretary know immediately.