

voice *atwork*

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Join UNISON

summer 2011 vol.2 no.3

the electronic bulletin for unison scotland community members



FIGHT THE CUTS!



**NO IF'S
NO BUT'S
NO
DISABILITY CUTS!**



A very successful protest was held on Thursday 28th April in Glasgow's George Square under the umbrella of the Defend Glasgow's Services campaign.

The protest which brought together trade unions, campaign groups, service users, families of service users and workers providing services heard a range of speeches from the broad range of people in attendance on how Glasgow City Council's

shameful cuts under the guise of personalisation are impacting upon service users, their families and staff facing cuts in hours and wages.

We hope it's the start of a unified campaign to fight these cuts disguised as personalisation!

You can contact Defend Glasgow's Services on 0141 552 7069 or follow them on Facebook.

editorial

UNISON Scotland Community sector Chairperson, Ian Williamson writes on the importance of getting organised at this time.



UNISON's Scottish Community Conference is this year being held against the background of an unprecedented crisis in the sector we all earn our living in.

The news that one of Scotland's leading social care organisations, Quarriers, has issued 90 day notice to its employees as it moves to cut staff costs by £2.5m, is merely the tip of a massive iceberg which is threatening to sink the sector in Scotland.

Right across the country, in organisations large and small, it's a depressing tale of job losses and of employers imposing massive cuts in pay and conditions.

And, of course, it is not just our members who are suffering as the cuts really begin to sting. Service users, among them some of the most vulnerable people in our society, are seeing the quality

of the services they depend on undermined by back door cost-cutting measures like personalisation, and their own livelihoods threatened by cuts in housing and welfare support.

It is probably true that our members are experiencing the pain of these cuts more than any other section of the UNISON membership at this moment in time.

The conference on May 14 not only gives us a chance to discuss and debate the major concerns and issues facing our members and the voluntary sector in general, but it also gives us a chance to make sure that our voice is heard and that our message is taken up by our union in the broader campaign against the cuts.

Enable Scotland response to UNISON's pay claim

UNISON has received a letter from Enable Scotland's Chief Executive, Peter Scott, explaining why the organisation cannot meet the aspirations of UNISON members and pay an annual uplift this financial year.

The full text of the letter is on the UNISON Enable blog.



their views on how we deal with this issue.

As this edition of voice at work goes to press, UNISON is in the process of sending out postal information regarding this rejection and to ask members

If you haven't visited the blog please do so for up to date information on from UNISON within Enable Scotland.

Capability Scotland reject pay claim

UNISON Capability Scotland Branch will be meeting with the joint trade unions on 1st June to discuss Capability Scotland's rejection of our pay claim and what our collective response should be. UNISON member's should keep an eye on our UNISON Capability Scotland branch blog for updates and information, which can be found here <http://unison-capabilityscotland.blogspot.com/>

UNISON Scotland Community Conference

**Saturday 14th
May 2011**

Glasgow

**YOU CAN STILL
REGISTER**

There are still places available if you would like to register your interest in attending please call or email Wilma Kennedy on: 0141 342 2841 or w.kennedy@unison.co.uk

Scotland's most vulnerable young people under attack as services face the axe



Elsewhere, services to vulnerable young people are also under threat as the Cora Foundation – a voluntary organisation that runs three secure units for young people – issued letters to hundreds of workers threatening them with redundancy. This leaves staff at three of the country's five secure units (St Phillip's in Plains; St Mary's Kenmure in Bishopbriggs; and the Good Shepherd in Bishopton) facing the axe. If secure units run by Cora close, then the courts will be left with no option but to send young offenders to institutions like Polmont, at a much greater cost to the taxpayer.

SCOTLAND's most vulnerable young people are under attack by government cuts as thousands of staff in the community and voluntary sector face redundancy.

UNISON, Scotland's largest union in the community and voluntary sector, said urgent action must be taken to halt these drastic cuts and urged the country's politicians not to throw our young people on the scrapheap.

Councils across the country are being hit with the biggest spending cuts in living memory. No service is safe – but one of the hardest hit is services for young people.

This week alone, more than 2,000 workers from the voluntary and community sector have been threatened with redundancy, while others face attacks on their pay and conditions.

One Scottish charity, Quarriers – which was originally set up to look after orphaned and destitute children – issued 90 days' notice to all of its 2,000 staff. The move comes as the charity announced plans to cut its staffing budget by £2.5m – almost twice as much as their own figures (£1.3m) claim are required.

Quarriers staff facing cuts in terms and conditions

Workers in Quarriers are facing unprecedented cuts in terms and conditions following the employer issuing 90 days notice to all of its 2,000 staff.

UNISON Quarriers branch plans to meet with the senior management on 13th May 2011. And thereafter, host a number of meetings across the country with

our membership.

The branch would also encourage members to register on the branch website to allow for speedier communications on these and future discussions.

If you haven't already done so, please do it now!

UNISON has also condemned moves by youth justice charity, Includem, which has refused to negotiate with the union and has instead unilaterally imposed a 9.5 per cent pay cut on its staff.

Simon Macfarlane, regional organiser with UNISON, said: "We're calling on Scotland's political parties to focus on the real issues in the week ahead and to prioritise putting a stop to these outrageous cuts. We also need voluntary organisations to act in a responsible manner, to engage constructively with UNISON and not to capitalise on the situation to make unwarranted attacks on low-paid workers.

"Our members work hard to provide services that make a huge difference to the lives of young people and cutting them will only store up problems for generations to come. Services for our vulnerable young people are vanishing and, once these services are destroyed, they will take a long time to recover. Surely every young person deserves a fair chance?"

The above press release was picked up by a number of media outlets including The Herald



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The views expressed in this newsletter do not necessarily reflect the views of the UNISON Scottish Community Service Group Committee.

UNISON on the internet

UNISON has a number of websites and blogs dedicated to members in various employers across the Community and Housing sectors. Below we list a selection of the sites where you can access information.

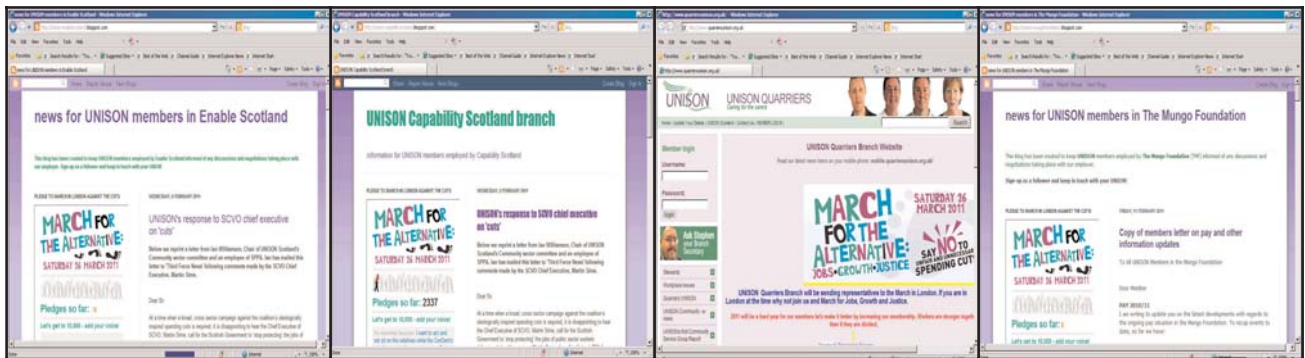
Enable Scotland: <http://unison-enablescotland.blogspot.com/>

The Mungo Foundation: <http://unison-mungofoundation.blogspot.com/>

Capability Scotland: <http://unison-capabilityscotland.blogspot.com/>

Quarriers: <http://www.quarriersunison.org.uk/>

UNISON Scotland branch list: <http://www.unison-scotland.org.uk/contacts/index.html>



You can also join or find out the branch you are a member of by contacting **UNISON Direct**

0845 355 0845

Monday - Friday 6am to midnight Saturday 9am to 4pm



JOIN US!

The union for
**ALL workers in
the Community
and Housing
sectors**

