



Dear Douglas,

Closure of Castle House - Head Office.

I am contacting you to express the Joint Trade Unions serious concerns about the implementation of the decision to close Castle House without consultation with us beforehand as the recognised union representatives of our members involved.

During the process we received conflicting information that; CH future was being considered; CH is not closing (from a Director); and finally a communication we were notified of late and issued directly to staff to say - CH was being closed.

We have had a couple of follow up meetings but it is clear to us that, as we have come to expect from the People Directorate, that we are not being treated seriously. We are being marginalised and excluded unless we exhibit compliance with the SW line.

The decision to write to you represents the complete exhaustion of all normal communications lines at our level in SW. The Joint Trade Unions are totally frustrated with what we regard as a failed industrial relations strategy where we are being strategically excluded from our legitimate role as recognised representatives for our members.

This has gone on for too long and extends failure to consult over other issues we want to be involved in to achieve improvements for our members as well as SW as a whole. It is worth pointing out our members input over 20 years to SW success and outperformance. Being treated with dignity as workers and reps would be very little to expect in return. In our view we are treated with contempt.

On the specific point of CH closure we cannot agree with how this is being managed and want it reviewed to address the consequences for staff and future work location decisions in SW. CH is a head office for SW - described as a public service "Jewel in the Crown". We believe the management of this was incompetent and a disgrace in dismissing TU and our members' views and concerns.

You may want to consider this as a first step in a grievance as neither you nor Alan P Scott seems to have been directly involved. We would ask you to consider this and the wider matters alluded to. The Trade Unions are seeking a more respectful relationship and proper recognition in SW as outlined by Scottish Govt. policy, especially under the Fair Work Convention and Framework.

In conclusion the current state of play in SW is no longer acceptable to us in the face of the change we know will be coming and the strategy to deal with it.

Best regards

Andy Thompson

Joint Trade Union Secretary / GMB Branch Secretary

Tricia McArthur – Unison Branch Secretary; Bob Kirk Unite Branch Secretary