



Scotland in UNISON

Scottish council activists' bulletin Use these stories in your branch newsletter or circulate the pdf version to members

Pay rises and public services – good for the economy

By Kate Ramsden

SiU Editor

The rise in the cost of living is the most serious crisis UNISON members have faced in a generation – UNISON is fighting back on pay, campaigning for investment in services, and calling for wider government action in Scotland and the UK.

Many of our members joined thousands on the TUC “We demand better” march in London on 18 June to give this UK government a clear message that workers and the poorest will NOT pay the price of this crisis.

Scottish convener, Lilian Macer delivered a warning to UNISON’s national conference in June, that now is a time for investment, not cuts.

Lilian said: “Price rises aren’t a force of nature – they are the result of political decisions.

“What we are calling a cost of living crisis is a consequence of putting private greed ahead of public need.” slammed Lilian.

For our members, over a decade of real terms pay cuts has left them ill-equipped to shoulder the financial storm. Most are modestly paid and the spiralling costs of food and fuel are hitting them hard.



Dependence on foodbanks has increased massively and many face a stark choice between eating and heating their homes. Come winter in Scotland that is going to be an impossible choice. This will have a particularly hard impact on our disabled members.

Yet we are still one of the six richest countries in the world. The Sunday Times Rich List shows that some 250 people in the UK are worth between them almost £711 billion, an 8 per cent rise on last year.

The Tories claim that pay cuts are needed to tackle inflation and insist that public services are something that the country can’t afford. It’s nonsense. We have had a decade of pay stagnation. Pay did not cause inflation. We need to tax capital. The money to fund services exists — what is lacking is the political will.

Call to action on pay

And UNISON is fighting back. We know that putting money in our members’ pockets through decent pay rises is not only good for them – it’s also good for the economy. We are the people who spend in our local shops and businesses and keep our local economies afloat. The more we earn, the more we spend. And we pay our taxes.

That’s why UNISON has rejected a paltry 2% pay offer for Scottish council workers,

when inflation is running at 5 times that; it is why members in schools and waste have been urged to vote YES in a strike ballot (see page 3).

That’s why our Health members are being balloted with a recommendation to reject a 5% pay offer, still massively below the current inflation rate. (see page 3)



“Defending wages and services is the way to tackle the crisis”

Lilian Macer

The tide is turning and more and more of our members are saying enough is enough. It has never been more important to stand together in our union and to harness the collective power that brings.

UNISON wins insourcing at University Hospital, Wishaw

By Trisha Hamilton

Comms Officer

UNISON has won a major victory in the fight to end outsourcing of hospital services to profit-driven private contractors and bring them back in-house to the NHS.

Lanarkshire Health’s campaign, “PFI bleeds the NHS dry” has led to NHS Lanarkshire announcing it will take over the contract for cleaning, catering, portering and security services at University Hospital, Wishaw from private contractor Serco.

It means the jobs of 400 workers, many held by traditionally low-paid, part-time workers, many of them women, will transfer from private contractor Serco to NHS Lanarkshire later this year. There will be no job losses.

Katrina Murray, chair of UNISON’s Lanarkshire health branch, said: “We are delighted at the outcome and want to thank



our members and everyone who supported our campaign over the years.

“We have seen too many examples of these private profit-driven companies charging the NHS exorbitant rates for additional services when the real cost is a fraction of the price. There is no room for profiteering at the expense of the NHS. It’s time to get rid of these contractors once and for all.”

Lilian Macer, Convener of UNISON Scotland, added: “This is a major success in the union’s campaign to end all outsourcing of NHS contracts putting an end to a two-tier workforce at the Wishaw hospital.

“It will be better for the workers, their future pensions, the community, the NHS, and the local economy. Workers will now have equal terms to their NHS colleagues and there will be no job losses.

“The UNISON Lanarkshire Health branch campaign will continue to ensure that staff on the Hairmyres site are not left behind and



we will not stop our campaigning agenda with the health board and Scottish Government until we remove the private sector and staff are directly employed by NHS Lanarkshire.”

Green UNISON Week

Running from from 24 September to 2 October, Green UNISON Week is an opportunity for our Green Environment Reps and branches to mobilise members, organise to put forward our demands to create Green workplaces, and link with communities to strengthen the movement for a Just Transition to a zero-carbon future.

UNISON is leading the trade union movement in advocating for action by governments and employers to address the Climate Crisis. Building on the work around COP26 last year, national conference this year agreed a range of actions to push forward our campaigns to decarbonise public services, draw up negotiating demands to take to with employers and to recruit Green Environment officers in every branch.

The Cost-of-Living crisis, that is impacting on members now, is one part of the Climate Crisis that threatens the future of everyone. It has the same roots in the reliance on fossil fuels and an unsustainable economic system that puts profits for the rich ahead of the health of people and the environment.

Depute Convener, Stephen Smellie, called on all branches to make plans for the week. “We want action to make our workplaces Greener, our economy more sustainable and to call out those politicians that have brought us the Cost-of-Living crisis and chaos of climate change”.

Branch wins shorter working week at RGU

UNISON along with the other unions at Robert Gordon University has won a reduction in hours from 37 to 35 per week with no loss of pay for all professional and support staff.

They have also negotiated increased holiday entitlement to match academic staff in the university.

Colin Jones, UNISON RGU Convener said: "This is a great result for all our staff. UNISON is delighted that we have managed to achieve this agreement at RGU after many years.

"To be clear, for all staff the 35 hour week and harmonisation of holidays with academic staff is directly due to the efforts of UNISON and other trade unions."

Colin highlighted that the principle of fairness in holidays and the 35 hour week was a key part of the framework agreement as far back as 2006, and was to be implemented across the Higher Education sector.

UNISON at RGU has continually raised this issue with the University, however, until recently little progress had been made.

Colin continued: "With the onset of the pandemic and the rise of hybrid working, we raised this issue once again with the University, particularly in the context of further benefits applying to some staff – those who have the option of working from home, whilst other staff do not.

"At the same time those staff still suffered significant inequality where holidays were not only less than academic staff, but also less than professional and support staff on higher grades.

"We were encouraged therefore when we had one of our first meetings with Prof Olivier, Principal and Vice Chancellor, and raised the issue of working hours and harmonisation of holidays. In that meeting Prof Olivier was clear that he also shared the concern over this inequality and was keen to do something about it.

"This then culminated in a meeting earlier this month where UNISON was very happy to agree to the proposed changes through our collective bargaining agreement, on behalf of all staff, which met our expectations in full."

Together we rise – round-up of UNISON Conference 2022

By Kate Ramsden

SiU Editor

UNISON held its first in-person conference for three years in June in Brighton. As always, there was excellent participation from Scottish branches and delegates, making and driving policy.

Supporting activism by low paid women

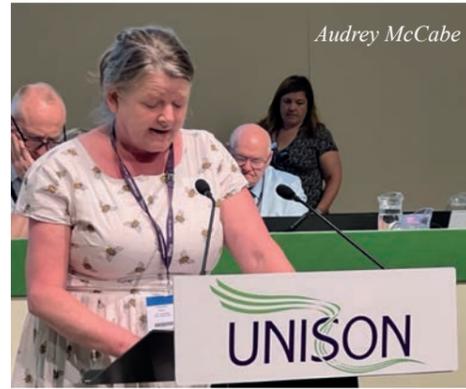
There was a real focus on women's issues – after all, our union is three quarters women – and a strong focus on other equalities issues. Conference recognised that our women members are our greatest asset as it backed measures in a composite motion from two Scottish branches to support low paid women to become active in our union.



Linda Rae

The composite was moved and seconded by two first time speakers. Moving, Linda Rae, from Lanarkshire Health, said: "We need to empower these (low paid women) workers and ensure that not only are they included but are encouraged to become valued activists within our union. Provide them with the skills to progress and lead within the branch and beyond."

Audrey McCabe, Aberdeenshire added, "We know that when these women do get involved in their union they are great. You only have to look at the low paid women members involved in the Glasgow equal pay dispute to see that."



Audrey McCabe

No place for misogyny

Conference also backed Renfrewshire branch's call for the union to tackle misogyny, discrimination, bullying and intimidation in workplaces and our union.

Renfrewshire's Mark Ferguson said that the motion was about principles, values and process. We must send a clear message to those misogynists, those who bully, harass and discriminate – that their day is up," urged Mark.

New policy on PR

A call from a number of branches including several Scottish branches secured delegates backing for proportional representation at Westminster. This created new policy and changed UNISON's previous support for the first past the post voting system.

Tax system must tackle inequality

The impact on our members of the soaring prices of food and fuel – the cost of living crisis – permeated almost every debate.

Conference backed Scotland's call and pledged to fight for our members' livelihoods through bargaining on pay; to engage with our members and to campaign for action by this government to tackle inequality and to invest in public services.

Lilian Macer, Scotland convener, called for a more effective tax system that limits the opportunity of the rich to avoid their social responsibility.

"UNISON members do the jobs that hold society together and make civilised life possible.

The country needs UNISON members – and UNISON members need the union to help them organise to fight for their families and their communities.

"If we come out of this week focussed, determined and ready to do that, our time in Brighton will have been well spent."

Conference forces NEC rethink

Scottish delegates were key in two debates which criticised the actions of the NEC in passing a number of resolutions, considered by two pieces of legal advice to be in breach of rule and potentially unlawful.



Tam Hiddleston calls for vote of no confidence

Delegates restated clearly the principle of the sovereignty of conference as they instructed the NEC to withdraw these resolutions and backed a vote of no confidence in the NEC.

The NEC issued a statement accepting the criticisms and promising action to address the concerns.

For full reports of debates go to the UNISON Scotland website

Inverclyde branch sponsors Morton once again

UNISON Inverclyde is delighted to continue their sponsorship of Greenock Morton for the 2022/23 Championship season with a trackside advertising board.



Players Robbie Muirhead and Darragh O'Connor with the UNISON Inverclyde advertising board.

Branch Communications Officer, Dougie Maclean said "We are delighted to continue our sponsorship with Greenock Morton in what will hopefully be a successful season for them in the exciting Scottish Championship and also once again being able to spread UNISON's message in the wider local community."

Greenock Morton's Commercial Executive Mark Kelly added "We are proud and happy that our friends at UNISON Inverclyde have decided to renew their long standing sponsorship and thank them for their continued support for the new season".

Forth Valley Health Branch wins historic regrading for Band 2 Health Care workers

UNISON Forth Valley Health has secured a deal for over 800 health care support workers to have their jobs re-evaluated, which could see them receive a pay increase close to £2000 per year.

Following a 3 year re-evaluation claim made by UNISON, staff working in the Women and Children, Acute Assessment Unit, Clinical Assessment Unit and Mental Health Departments in Forth Valley NHS will go through a job evaluation in a deal approved by the NHS Forth Valley on 31 May.

Thanks to UNISON, all Health Care Support Workers who are upgraded from a 2 to a 3 will have their pay backdated to June 2019.

Karren Morrison UNISON Forth Valley branch secretary said: "This is fantastic news for some of the lowest paid in the NHS and staff and their patients will benefit. And the pay increase comes when staff are struggling with an unprecedented cost-of-living crisis.

"We are delighted that the chief executive and health board have honoured what has been a long-standing commitment to recognise and reward the work of these UNISON members. We now need to go through the job evaluation process.



Karren Morrison (right) with jubilant Band 2 members

"It's days like these that make me proud to be in UNISON. I am delighted for these colleagues. If anyone doubts the impact of joining UNISON this is surely testament to the work we all do.

"This is not the end of the story as we are continuing to work with other staff affected by this issue as we now focus our attention

on band 3 and 4 graded staff."

Charlie McCarthy UNISON Forth Valley Branch Chair said: "This is great news for our low paid staff whose contribution is often overlooked. UNISON values the work of all of our members and has fought to have their skill recognised. UNISON is winning, winning for you."

UNISON ballots health members on “deeply unfair” pay offer

**PUT
NHS PAY
RIGHT**

UNISON
the public service union

In the first steps towards industrial action, UNISON Scotland is balloting 35,000 NHS staff across Scotland to recommend they reject the Scottish government’s pay offer and vote to take strike action in the coming months. The ballot opened on 11 July and closes on 8 August.

Wilma Brown, chair of the UNISON Scotland health committee said: “Our members

are angry and feel they are being taken for granted. The Scottish government’s 5% pay offer is well below the rate of inflation – which is 10% – and it is deeply unfair as it will give those at top of the pay bands a pay rise of over £5,000 per year whilst those on the lower pay bands will get nearer £1000 per year.”

The ballot is launched in the midst of a staffing crisis in the NHS, staff turnover is higher than ever, waiting lists are at an all time high and the NHS is facing real challenges to recruit. There are over 6000 nurse vacancies across Scotland.

Staff report to UNISON that they are regularly left in wards working with staffing levels below minimum standards. Staff also report they are constantly worried they make mistakes, or fail to deliver basic patient care. The problems were building long before Covid,

the pandemic has only exacerbated the issues.

Wilma added: “NHS staff have endured over 10 years of real terms pay cuts only to be told by the Scottish Government that, yet again, they will have to accept a below inflation pay rise.

“NHS staff have family bills to pay, food, energy and petrol prices are rocketing. They are struggling to afford the price of fuel to get them to work. They need more than praise and platitudes from government, they need a decent pay rise to support their families.

“The Scottish Government needs to understand how angry we are. UNISON is urging members to vote to reject this pay offer and indicate that they will take the very difficult decision to take industrial action, unless of course the Health Minister improves the offer on the table”.

We are angry and will strike for decent pay

Here Fife Health branch secretary, Andrew Verrecchia highlights the continuing pressures on health staff and why a 5% pay offer is a slap in the face.

“As the nation steadily returns to as close as it can to a pre-Covid way of life it is worth remembering that for those of us employed in providing public services, there is never likely to be a return to those days.

In the Health Service we are still practising social distancing and wearing face masks, staff absence rates are soaring and the demand for our services has never been greater.

I am an Operating Department Practitioner within the Theatre department of NHS Fife and am facing increasing demands from my employer to work there on a weekly basis and still act as our Branch Secretary. Our profession is not a widely known one and our numbers are small. This means that our absences or resignations are more keenly felt than in other, higher populated professions. As with any workforce, people move on and it has become virtually impossible to replace



those who leave as all Boards are vying for the same limited number of suitable candidates. The 2017 decision by Glasgow Caledonian University to discontinue the degree training course has further impacted upon this shortage.

We are not the only profession to experience this, and across the board we are seeing a staffing crisis in NHS Scotland on a scale that I have never seen before since joining in 1989, despite being told by the Scottish Government that NHS Scotland has more staff now than

ever before. To those people we say “please show us where you’re hiding them” because we who actually provide the vital services that everyone relies on have yet to see this record breaking workforce.

We are a tired and depleted workforce and we are angry that the Scottish Government sees fit to take us for fools as witnessed by the 5% pay rise offered to us. An offer that will see the lowest paid approx. £1000 better off with inflation running at 11%, domestic fuel bills soaring, an increase in National Insurance contributions and an increase in pension contributions on the horizon.

UNISON has launched a consultative ballot to ask our health members if they accept this offer, and if they don’t we will embark on an industrial action ballot.

We have given and continue to give our all, but make no mistake, Covid-19 may have escalated the staffing crisis in NHS Scotland, but it did not cause it. Those seeds were sown many years ago and the road to recovery is a slow and arduous one.”

University staff balloted for strike

University staff are being balloted for strike action, after University and Colleges Employers Association made their final below inflation pay offer of 3% for most university staff. Seven universities across Scotland are in the ballot.

Davena Rankin, UNISON Scotland higher education committee and National



Executive Council said: “This is a pay cut not a pay rise. Employers need to understand how angry staff are in our universities. With the cost of fuel, food and

energy jumping up, we can’t afford less than an inflation-busting pay rise of at least 2%

above inflation and we need an end to poverty pay in universities. That’s exactly what UNISON has been negotiating for.

“Whilst we remain ready and willing to meet our employers at any time, if they have an improved pay offer to make, UNISON is urging members to vote Yes to Industrial Action and send a clear message to our employers that We’re Worth More, We Cant Afford Less!”

Strikes could shut schools

As we went to press, UNISON Scotland’s ballot of 25,000 local government workers in schools, early years, waste and recycling was coming to a close.

UNISON had recommended a YES vote for strike action as the only way left to move the employer’s derisory offer of a 2% pay rise – well below inflation. The action could see schools shut across Scotland when children return after the school summer break.

Johanna Baxter, UNISON Scotland head of local government said: “Local government workers have been offered a miserly 2%. With inflation at a 40 year high this goes nowhere near compensating them for the cost of living crisis or the loss in the value of their pay following real terms pay cuts over a decade of austerity.

**RECOGNISE
RESPECT
REWARD**

**Fair Pay Campaign for
Local Government Workers**

“This comes on the back of the Scottish government announcing cuts to public services that Margaret Thatcher would be proud of, in their recent spending review.”

The Scottish Government’s refusal to sit down with COSLA and the trade unions to try and find a solution was described as a kick in the teeth to all local government workers.

Johanna slammed: “They have forgotten already who was educating our children, cleaning our communities, caring for our vulnerable and burying our dead throughout the pandemic. Local government workers have kept society running.”

By Danny Phillips,
Comms Officer

The ballot opened on 22 July 2022 in: Edinburgh Napier University; Glasgow Caledonian University; Heriot-Watt University; Robert Gordon University; University of Aberdeen; University of Edinburgh; University of Glasgow.

Ballot closes on 19 August 2022.

Workplace resource gives branches practical support

By Fiona Montgomery

Information Development Officer

Climate hazards at work are the focus of excellent new resources for trade union reps.

STUC General Secretary Roz Foyer and UNISON Convener Lilian Macer launched the materials at an online event in July.

The Climate Hazards & Resilience in the Workplace handbook and workbook offer practical support for green/environment reps, health and safety reps and other branch officers.

Roz said: “The effects of climate change, whilst they are felt most acutely in the global south, are already affecting our health and our safety here in Scotland.”

Buildings, including workplaces, will need to undergo adaptation and retrofit to reduce their carbon footprint, “but they will also need to be decent, comfortable places to work and for the general public to be in.”

Roz added: “Just transition, including workplace adaptation must be a key element of the bargaining agenda.”

Lilian described how UNISON had worked on the project with the STUC, in partnership with Adaptation Scotland.

Just Transition Minister Richard Lochhead said in the launch press release: “Workers’ voices and innovation will be crucial. These resources

provide invaluable support for delivering on a just transition to a climate resilient, net zero Scotland.”

Lilian said the initiative came about after “one of our activists, Steve Gray, who has campaigned for years on the need for adaptation measures, learned at Adaptation Scotland events that they might be able to assist in creating useful resources for trade unions.”

Kathy Jenkins, Secretary of Scottish Hazards, described examples of climate hazards and impacts, including the Stonehaven rail crash in August 2020, in which tragically the driver, conductor and a passenger died.

She stressed the importance of trade union

health and safety at work and the need to campaign for facility time for environment reps.

Anna Beswick, Adaptation Scotland Programme Manager, presented the content of the handbook and workbook. Lilian thanked Anna and her colleague Cat Payne, the main author of the handbook and workbook. Cat gave a stark presentation on Scotland’s changing climate and work impacts to Scottish Council in April last year.

The resources, including video presentations, are here www.adaptationscotland.org.uk/how-adapt/tools-and-resources/climate-risks-workplace-protecting-workers-changing-climate

Many threads, one fabric

By Jane Atchinson,

Comms and Campaigns Committee

UNISON Renfrewshire were proud to support Renfrewshire Council's Sma' Shot Day on Saturday 2 July, commemorating the weavers' victory in their political battle against their 19th century employers, the manufacturers.

Speaking at the popular event, Tracey Dalling, UNISON's Scottish secretary, said:

"Today the procession marched behind the Charleston drum, which was beaten through the streets of Paisley to summon the weavers in times of trouble. After a long and hard struggle, the manufacturers backed down and the weavers were paid for the Sma' Shot."



"The Sma' Shot was a cotton thread which bound the weft threads into the colourful shawls. Our own local UNISON banner includes the slogan 'MANY THREADS, ONE FABRIC' and this is the perfect symbol of the solidarity we continue to show in light of the difficulties workers face nowadays."

Tracey underlined the need to educate our children on the struggles of the past and the importance of defending the rights our predecessors fought so hard for. She added that UNISON was delighted to sponsor the local community project involving schools in the Sma' Shot event and also the children's production by PACE Theatre Company.

She highlighted the presence of Jane Haining's family commemorating her sacrifice and service.

"She was the only Scots woman known to have died at Auschwitz. Jane worked in the JP Coats mill in Paisley for a number of years prior to taking up the post of matron in a Hungarian girls school. Jane was awarded 'Righteous among the Nation' in 1997 by Yad Vashem and 'British Hero of the Holocaust' in 2010 by the British Government.

"It is hoped that later this year Renfrewshire will have a permanent memorial for Jane."

Tracey highlighted 2022 as UNISON's Year of the Disabled Worker, "We must ensure that disability is taken seriously in the workplace and that all workers have access to the same opportunities."

Creating an Autism-Friendly Workplace – what will your branch do?

In this Year of Disabled Workers, Scotland's Disabled Members Committee is asking branches to commit to doing one thing to either make their services more autism-friendly or create meaningful employment opportunities within their employers for autistic people.

Autism is a neuro-development condition affecting the way that autistic people perceive the world, affecting between 1%-2% of the UK population. It's a life-long condition characterised by repetitive restrictive behaviours, interests and activities, differences in interactions with others, and sensory differences.

In 2021, data from the Office for National Statistics reported that while four in five people of working age are employed, employment rates among autistic people falls to one in five, and further to one in twenty among autistic people with a learning difficulty.

Here are some useful tips for your branch to help support autistic workers:

Think about the work environment!

The National Autistic Society (NAS) has some useful videos of work situations to help employers appreciate some of the sensory

barriers that autistic people may face in an interview or work situation and ways to minimise. www.autism.org.uk

Autism Understanding Scotland has a "Guide for the Workplace" and an "autism appropriate environment checklist" to create a conducive work environment. Your H&S reps can play a positive role in supporting autistic individuals and negotiating to make workplaces more autistic-friendly. Autism Understanding Scotland – reframing the narrative around autism.



Promote Education

UNISON has an Autism Awareness course that stewards and members can attend.

The NAS can provide an input covering the various ways autism can impact on a person and explore how your branch can

transform inaccessibility in recruitment and selection process and improve its policies and procedures to make sure they're autism-friendly and not discriminatory.

Access Reasonable Adjustments

Remember, autistic people have protection under the Equality Act 2010. There is a strong likelihood that policies, procedures, and processes could create difficulty for autistic workers.

Your branch could negotiate for a communication passport, with information that helps the employer understand the individualised nature of their experience, how best to support them, and what adjustments may be needed.

Access to Work services also provides bespoke training inputs for co-workers of a disabled worker including autistic people to help them understand the health and work issues and the needs of that disabled worker so that they can be properly supported at work. Your member applies, and in discussion with the Access to Work, their staff develop a bespoke training input that helps the member's manager and co-workers understand their autism and how to best support them.

Take profit out of care – not care from councils

By Stephen Low

Policy Officer

"It's time to take the profit out of care – not care from councils"

That's UNISON Scotland's message following from the Scottish Government's putting a Bill to create what they are calling a National Care Service. In reality the proposals are a sham – effectively destroying councils as a tier of government and putting up to 75,000 jobs in social work at risk of outsourcing.

The Bill will transfer legal responsibility for the provision of social care services from councils to the Scottish Government, who will in turn create quangos, to be called Care Boards to commission and provide services.

Councils will have no legal duty to provide or employ anyone to provide social work services at all. Continued employment for staff in social work departments will depend on their authority winning contracts and commissions from a Care Board.

Adult services will transfer immediately the Bill goes into effect. Scottish Government ministers can then remove children's services and justice social work functions whenever they choose. Ministers can also decide to take services out of the NHS and decide they should be carried out by the National Care Services. While they can decide to transfer services and even facilities, they cannot transfer staff. This is in sharp contrast to the situation for local government workers, who are promised no such protection.

As for the Care Boards themselves, there is no guarantee that the boards will match up

with councils as Integrated Joint Boards do at the moment. How many boards there will be and who gets to sit on them will be decided Scottish Government ministers after the bill has passed.

There are some aspects of the National Care Service which are welcome such as the prospect of sectoral bargaining and help with helping the current system with the recruitment and retention crisis in care. The Scottish Government is looking at proposals that could blunt some of the worst aspects of current system by excluding tax dodging profiteers from bidding for contracts. This however does not mean that the negative features of the bill can or should be ignored.

UNISON Scotland's approach to these proposals is clear – we believe that care should be delivered for the community. We will be urging MSPs to build a real national care service, free at the point of need and delivered on a not for profit basis.

Healing the impact of bullying and harassment in NHS Highland

The Healing Process is an independent process set up following the Sturrock Review into allegations of bullying and harassment in NHS Highland (NHS). UNISON supported the recommendations of the review.

Here Adam Palmer outlines progress made and ongoing concerns.

272 current and former NHS Highland staff have had their cases heard by the Healing Process Panel, and payments have totalled more than £2,825,000. These are

sobering statistics that show the scale of the problem.

In addition to hearing individual cases, the Independent Review Panel (IRP) also provided quarterly reports to NHS highlighting themes and issues. The final report has just been released.

UNISON recognises that NHS Highland has developed an ambitious Cultural Improvement Programme to respond to the 64 recommendations from the QC Sturrock review 2019 and appreciates this will take time to implement.

In some places it is difficult however to see how this has resulted in tangible changes

on the grass roots some three years past the review outcome.

UNISON agrees with the IRP there are fundamental issues that need to change – better ways to evidence change is happening, better and quicker systems to ensure staff can raise issues of poor behaviour, and increased staff confidence that issues will be addressed.

Staff need to start seeing evidence of this positive cultural change on the ground now.

UNISON will work to ensure that the lessons from Sturrock are learned and will work with NHS Highland to implement these changes.

We want to hear your news

SiU is your paper, we want to hear your stories

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