



Issue 343

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Health and Social Care crisis

UNISON is the largest union in the NHS. UNISON Scotland represents 50,000 NHS workers across Agenda for Change including: nurses, midwives, managers, domestics, porters and admin workers with a membership in every health board in Scotland. While the recent statement the First Minister made to the press had some welcome elements - it was more about tackling perceptions of the crisis than the crisis itself.

Yet again it is the hard work of our NHS staff that is being relied upon through this crisis. Their efforts were described by the Health Secretary as "Herculean" or put less classically 'unsustainable'. UNISON welcomes commitments to recruit additional staff and the short-term investment in 300 nursing home beds but UNISON had been calling for this and more in advance of this predictable winter crisis.

Absolutely tied into the problems of the NHS is the dysfunctional social care system. Where the Scottish Government are moving with glacial slowness in implementing the sectoral collective bargaining model recommended by their own **Fair Work in Care** convention 4 years ago. Instead we have an uncosted and incoherent set of proposals in the National Care Service (Scotland) Bill. The proposition there that a "vibrant market" is the way to improve standards in care is touching (for Thatcherites) but bizarre.

We need both meaningful workforce planning and investment in social care if there is to be any relief - for patients or staff. UNISON Scotland's response to last week's statement is [here](#)

February 1 - Support the TUC in defending your freedom to withdraw your labour

Staff Pensions and the National Care Service

The creation of a National Care Service could mean around 75,000 council employed social care and social work staff transferring employer, putting the future of their pensions in doubt. The conflicting statements from Ministers and civil servants and lack of transparency about who is examining this for the Scottish Government whether pension security is 'Guaranteed' or 'all options' are on the table are a disgrace. The uncertainty around this is one of UNISON's major concerns about the National Care Service Bill. The

questions are huge - and it looks as though MSPs are going to be asked to support the bill before the Scottish Government will have any answers. Our [e-briefing](#) takes a detailed look at the issues at stake.

Workers' Protection set to be thrown on the Brexit bonfire

With its Retained EU Law Bill, the government intends to rip workers' protections out of the UK law books. Many core workplace protections – like holiday pay, maternity pay and equal pay for women and men – come from the European Union. In its quest to complete Brexit, the government intends to rip these protections out of the UK law books entirely. The Retained EU Law Bill, described as a “[bonfire of workers' rights](#)”, was introduced by Jacob Rees-Mogg on behalf of the ill-fated Truss government. It sets a time bomb beneath vital workplace regulations, alongside many other EU-derived laws. [Find out](#) what this means, and what you can do to stop it..

2022 – a year of UNISON watershed wins

Solidarity with our NHS members on strike in England

Champions in our colleges - Celebrating support staff in further education

National Care Service *Watch*

Join our campaign for a real National Care Service.



Refuse workers, trading standards officers, environmental health inspectors, librarians, care assistants – and many more – deliver vital local services. They are the glue that hold our communities together. UNISON's Local Champions campaign celebrates and defends local government workers for the everyday heroes they are. Nominate your Champion [here](#).

PICK OF THE MEDIA

12/01/23 leftfootforward.org
HMRC failed to collect and eye-watering £42bn in taxes last year.

12/01/23 bbc.co.uk
Scotland's councils face 'hardest spending choices in years'.

12/01/23 publicservices.international
Support UNISON Striking Workers.

12/01/23 holyrood.com
Scotland's councils facing 'increasingly difficult choices' on spending.

11/01/23
Watch Christina McAnea's chat about her first year as General Secretary.

10/01/23 lancaster.ac.uk/work-foundation/
A year of uncertainty? The Retained EU Law Bill 2022 and UK workers' rights.



Member Services and Support

UNISON can help you in many ways, both at work and at home, including There for You and Legal Services. Information on support can be found [here](#).



UNISON Scotland Activist Education

UNISON has a proud history of providing high quality learning opportunities for our members. We work with trusted national institutions like The Open University and the Workers' Educational Association (WEA) and a host of local providers, and we also deliver informal learning in-house.

Our online education programme for 2023 is [here](#).

7 reasons to join UNISON



UNISON - ALWAYS WITH YOU - JOIN NOW

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To take part in our consultations, surveys and ballots, we need accurate information: **your work, email & mobile.**