

**UNISON wins landmark deal for low paid NHS staff**

Upgrading option for 4,000 NHS workers - p3



**WORKERS MEMORIAL DAY**

THURSDAY 28 APRIL 2016

Details of events - p2

**Scotland must recognise the poor state of Social work**

Social work and social care is on the edge - p2

**PUBLIC WORKS:**

a million voices for public services



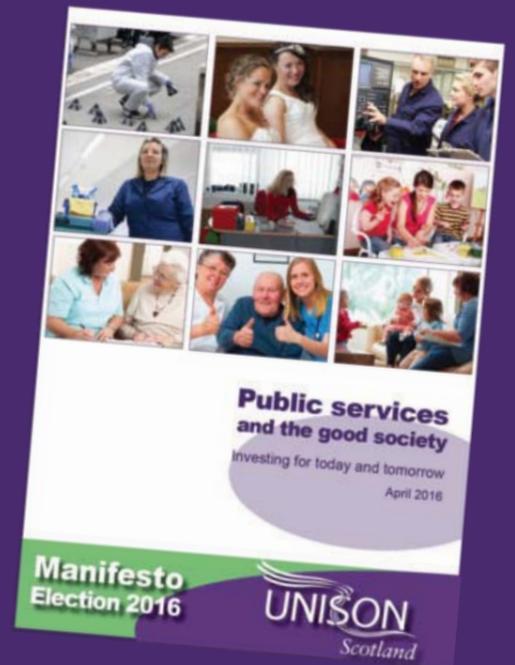
April 2016 No 119

# Scotland *in* UNISON

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

**UNISON launches manifesto for Scottish Parliament election**

# Ten ways to strengthen Scotland's services



**UNISON Scotland's Manifesto for the 2016 Scottish parliament elections calls on everyone in Scotland to vote for who they think is most likely to invest in public services.**

The manifesto says that investing in public services is essential if we are to build a sustainable economy and a decent society - and that all services are best delivered in the public sector.

It calls on Scotland to

**'Scotland needs well funded properly staffed publicly run accountable and responsive public services.'**

defend the principles which underlie public services.

To build the better Scotland we all want, we must invest in public services but also make them more accountable and responsive to individual needs.

In the introduction to the manifesto, Scottish Convener Lilian Macer and Scottish Secretary Mike Kirby say:

"Scotland needs well funded properly staffed publicly run accountable and responsive public services.

"Securing them is UNISON's priority and should be the priority of anyone hoping to be the Scottish Government.

"We want to see a Parliament using the powers at its disposal in order to enhance our

public services - to create a fairer and sustainable Scotland."

UNISON is calling for:

- An immediate end to the council tax freeze, a reformed progressive property tax and councils to be able to raise more of their own funding
- Properly funded procurement so the third sector is not viewed as a cheap alternative to what health and local government deliver.

**More on page 3 - Plus UNISON's 10 ways to strengthen services**



**'We want to see a Parliament using the powers at its disposal in order to enhance our public services to create a fairer and sustainable Scotland.'**

Mike Kirby  
Scottish Secretary

Lilian Macer  
Scottish Convener

**Manifesto Election 2016**

**UNISON**  
Scotland

## Personal injuries

UNISON Scotland won over £372,849 in damages for members via Thompsons Solicitors in March alone.

## Health branches mark David Forbes' retirement

by Tam Waterson  
Chair, Health Committee

UNISON Scotland has said goodbye and happy retirement to its very own Father Ted lookalike David Forbes!

Davie retired in April after 40 plus years in the trade union movement.

His early years saw him working at the Royal Edinburgh Hospital as a porter and as steward with NUPE

Edinburgh Hospitals South Branch during the early 80s.

From there, after a stint at Edinburgh University, he moved onto become General Secretary of the Scottish Health Visitors Association before its merger with UNISON in 1996.

It was here that I first worked with Davie, him as a full time officer and myself as branch secretary of Edinburgh Royal Infirmary Branch. How delighted he was when he found out the branch office was a mere 200 yards from his house and that was his first port of call every Monday morning until 2003 when the Old Royal closed and we moved to Little France.

During those early years Davie and myself spent a huge amount of time fighting against PFI at the Edinburgh Royal Infirmary, chasing Sam Galbraith round the country, leafleting around Edinburgh, working with Mark Thomas in his show The Mark Thomas Comedy Product, doing various media TV, Radio and newspapers as well as making other politicians' lives uncomfortable with our frequent door stepping!

We would often end up in the International Bar on a Friday to discuss our week's business and many a battle plan was drawn during these many sessions.

The Paisley writer Christopher Brookmyre wrote a thriller called "Quite ugly one morning" based on PFI at Edinburgh Royal Infirmary and the chief villain was none other than a David Forbes. So while we lost the argument against PFI, Davie is at least immortalised in print even if it is as a baddie.

A number of events have been held/planned to celebrate Davie's trade union career, not least the fact he was match sponsor at the recent Morton versus Raith Rovers game and got to pick the man of the match - no easy feat as anyone who was there could testify - but he finally settled on a midfielder called Ryan FORBES or cousin Ryan as he is also known.

All those branches who have had Davie as a Regional Organiser will miss his support, Fife Health, Scottish Healthcare, Borders Health, Scottish Ambulance, Tayside Health, Lothian Health and the Scottish Health Committee would like to wish him all the best in his retirement.



David Forbes

# UNISON ISSUES WORLD SOCIAL WORK DAY STATEMENT Scotland must recognise the poor state of social work

UNISON has called for political parties to agree to allocate more resources for social work and social care workers.

It made the call on International Federation of Social Workers World Social Work Day on 15 March.

The reality for the social work workforce in Scotland is they have bigger caseloads, shorter timescales, and greater demands leading to greater risks.

Social work simply cannot deliver the quality of services that they are committed to. And social workers are concerned about making mistakes and misjudgements.

Stephen Smellie, chair of UNISON Scotland's Social Work Issues Group (SWG), said: "The social work and social care workforce in Scotland is on the edge. Social workers may not know the details of government economic policies but they understand the impact of austerity on the lives of those we support.

"Frontline social workers deliver care and support to some of the most vulnerable people in Scotland.

"We see everyday that - whoever is to blame for austerity - it is our service users who are paying the price."

The pressure to reduce budgets, whilst at the same time trying to protect services, has led to councils salami slicing the workforce, support services, and training budgets. Local services have been asked to take on higher risk cases

without additional resources.

Stephen said: "Social work managers are being asked to produce more care hours out of existing staff. The voluntary and private sector contractors have been squeezed to deliver more for less. The workforce is getting more tired and stressed out and concern about the risks of errors or misjudgements is greater. Social work is on the edge."

Writing the same day in the Morning Star newspaper, SWIG member John Stevenson said: "In over 30 years of children and families social work, I have never met the stereotype of a social worker that the soaps and media portray. The people I meet every day are something quite different.

"Many of them are ridiculously young for the responsibilities they have. Yet

they are immensely mature, compassionate and professional as they wrestle with the enormity of the decisions they have to take. Decisions that most of us would run a mile from.

"What keeps people in the job is knowing that our services, when allowed to work properly, can make such positive changes to those lives."

## 5,000 rally against racism



UNISON Scottish depute convener Stephen Smellie (left) joins the Glasgow rally

Scotland marked UN Anti-Racism Day on 19 March with a lively march through Glasgow and a packed rally in George Square.

Among the speakers was Roza Salih, one of the 'Glasgow Girls', campaigning

with Scottish Solidarity with Kurdistan.

Gary Christie of the Scottish Refugee Council said: "This year we have witnessed ever greater numbers of people fleeing for their lives in pursuit of protection.

"The response in Scotland to

this has been overwhelming. Thousands of people from all walks of life took to the streets across Scotland to offer solidarity to refugees fleeing Syria. Scotland can be a beacon for the rest of the UK and Europe in how to welcome and treat refugees."

## Events around Scotland for Workers' Memorial Day

International Workers Memorial Day takes place all over the world on 28 April each year.

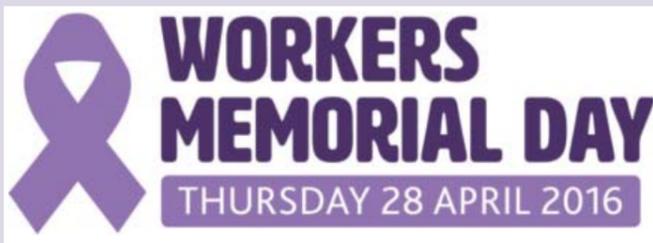
The purpose is two-fold. Firstly it is about not forgetting those who have died, been injured, or made ill by their work. Secondly it is about ensuring that tragic loss and suffering are used to reinvigorate the campaign for healthier and safer work.

The campaign slogan is **Remember the dead, Fight for the living.**

Events will be held across Scotland and UNISON members are urged to attend.

### Thursday 28 April

**Aberdeen:** Meet at 12.30pm for ceremony at 1.00pm, at Persley Walled Garden, Bridge of Don. There is a council event, with flag lowering and minute's silence in workplaces along with



Purple Light projected onto Council Buildings.

**Bathgate:** Ceremony at Workers Memorial, Bathgate Sports Centre, Balbardie Park Torphichen Road, Bathgate EH48 4LA at 12.30pm.

**Bonnyrigg:** 12.30, Michael McGahey memorial, George V Park, Bonnyrigg, EH19 2AD. Commemorative address by Ryan Boyle, vice-chair of the STUC Youth Committee.

**Coatbridge:** 12 noon, Sumerlee Industrial Museum, Coatbridge, ML5 1QD.

**Dundee:** 12 Noon, Memorial

Tree, adjacent to Discovery Point, Riverside Drive, Dundee

**Edinburgh:** 1.00pm ceremony at IWMD tree and memorial, West Princes Street Gardens, Edinburgh, EH2 2HG.

**Fife** 11.00am, Memorial Tree, Beveridge Park, Abbotshall Road, Kirkcaldy, KY2 5LZ

**Glasgow:** 12 noon People's Palace/ Winter Gardens G40 1AT.

**Hamilton:** 11.30am, South Lanarkshire HQ, Almada Street,

Hamilton, ML3 0AA. 11.45 assemble at the SL memorial stone for speeches and wreath laying in Beckfird Street at

South Lanarkshire Council HQ. Minute's silence at 12.00 followed by informal get together for Health and Safety seminar in Council offices

**Irvine:** Gathering in North Ayrshire at 6.30pm at the Memorial Garden, Kilwinning Road, Irvine. Meet from 6.15pm at Wee Annie's Shop in Kilwinning Road Irvine.

### Saturday 23 April

**Falkirk:** 11.45am for 12 noon, Municipal Buildings Falkirk, FK1 5RS

**Kilmarnock:** Assemble at the Dower House in Dean Country Park, Kilmarnock, KA3 1XB from 10.45am. Short ceremony at the Trade Union Council memorial tree starts at 11.00am.

**West Dumbartonshire:** 10:30am Christie Park Alexandria, G83 0DF, at the memorial tree.

## UNISON wins landmark pay deal for low paid NHS workers

by Matt McLaughlin  
Regional Organiser

From October around 4,000 Band 1 (£15,714) workers across NHS Scotland will have their job descriptions reviewed and amended to reflect Band 2 (£18,103) duties and pay, if that's what they want.

The deal, negotiated by UNISON, is the first of its kind in the UK and could net some staff an eventual increase of



almost £40 per week.

Band 1 staff include jobs like porters, domestics and

“Once again UNISON is leading in the fight against low pay in our NHS...”

TAM WATERSON

catering assistants.

Chair of the Health Committee Tam Waterson said: “Once again UNISON is leading in the fight against low pay in our NHS.”

“This deal which we secured through the NHS partnership model of industrial relations is a real benefit for our low paid members making a real difference to their take home pay.”

Work is now under way in every health board in Scotland to review existing Band 1 jobs. There is a cast iron commitment that boards will work with unions and staff to enhance job roles to deliver on this deal.

### UNISON MANIFESTO FOR SCOTTISH PARLIAMENT ELECTION - 5 MAY

# Defend the principles that underlie public services

Manifesto reporting by Danny Phillips and John Stevenson

UNISON members deliver the services that are essential for a decent society - and in many cases life itself.

They do so in a time when the pressures upon them are increasing - demand is rising, budgets are being cut. UNISON's manifesto makes the case for public services and those who provide them.

The manifesto has two aims, the first is to help UNISON members and branches to engage with the election, the second is to ask the question of those who would seek UNISON members' support - 'what are you going to do to protect and improve public services, for those who use them and those



The main manifesto is backed up by a series of 'minifestos' covering more detail. Already published are minifestos on a balanced police workforce and early learning and childcare.

who provide them?"

The manifesto covers all of the services UNISON organises in and lays out ten ways to

strengthen Scotland's public services, economy and society:

1. Recognise that public services are essential for a

decent society. They are an investment in our future.

2. The Scottish Parliament should be using all its powers to fund public services and combat austerity
3. Proper investment in services will prevent long-term damage to communities and supports local economies
4. Wage led growth will be good for workers, public services and the economy
5. The parliament should be making full use of its powers to tackle inequality and its impact on health.
6. Councils cannot continue to bear the brunt of austerity. Local democracy should be supported with a proper reform of local taxation and fair funding.
7. Tackling the housing crisis with a big social house building programme, stronger rights for private renters and a Warm Homes Act to tackle fuel poverty.
8. Recognising the role of every member of the education team in delivering better outcomes.
9. Developing a balanced police workforce by ending the cosmetic police officer target
10. Keep Scotland's water public, ensuring a balanced energy policy and taking real action on climate change.

## Services essential to civilised society

### From front page

• End the cuts to support for learning and administration in schools which simply put burdens on other staff.

• A balanced police workforce and an end to the arbitrary political pledge on police numbers

• Water to remain publicly owned and to stop the gradual privatisation of the service

• Strengthen the voice of the service users and staff in the design of health services.

Lilian Macer, UNISON Scotland convenor, said: “Public services are an expression of all that is good whether that is joint decision making, expression of a community, solidarity between people and generations, or the idea that we all have a mutual

obligation towards each other. “Public services are not optional they are essential to a civilised society. They do more than create a safety net they hold our society together and make our lives healthier safer, cleaner, more secure, and fun. If we believe in a more equal society we must invest in public services and those who deliver them.”

## Have you checked out the new website?

UNISON Scotland's brand new website is now online at [www.unison-scotland.org](http://www.unison-scotland.org)

We are really keen to hear what you think about the website and what you'd like to see on it.

Just click on the home page link and send us a message!

## Highland action against Anti-Union Bill



Highland Healthcare Branch took part in the STUC Day of Action against the TU Bill on 29 February with an awareness session in Raigmore Hospital, Inverness, over lunchtime to highlight the risks of this bill going ahead.

Janette McQuiston, branch secretary, said: “After a slow start we had a good uptake after explaining the impact this bill would have on members -

through cuts to facility time etc. They were more than happy to sign the petition.

“NHS Highland, a partner in the Highland Partnership Forum, also voiced fears over the bill potentially harming industrial relations.

“We also managed to recruit new members as well so all round well worth it!”

Photo: Janette McQuiston and Alasdair Vickers UNISON Local Organiser.

## UNISON Scotland welcomes higher education reform

UNISON has welcomed Scottish Government proposals to give unions a seat on university courts because it will improve participation in decision making and ultimately improve the lives of students in Scotland.

The proposals are included in the Higher Education Governance Bill passed by the Scottish Parliament in March.

Emma Phillips UNISON's head of higher education said: “The bill will ensure that Scottish higher education institutions are more inclusive, and will enable our members' voices to be heard on campus. UNISON members are key frontline staff and integral to providing the excellent student experience that Scottish institutions all aim to deliver.

“The fact that they will now play a part in running our universities will improve services for students.”

University chancellors have expressed fears that the bill would harm the autonomy of education institutions.

However, Emma says: “The key aim of the bill is to strengthen governance in the sector and enable universities to embrace greater transparency and openness by having trade union representation on university courts.

“The reform means professional and support staff will be in a stronger position to improve student services.

“We believe that the Higher Education Governance Bill will empower staff and students and encouraging a partnership between staff, students and management of higher education institutions.”

## Be Aware mental health campaign



Be Aware is a new mental health awareness campaign.

The campaign is being run by UNISON NHS 24 Branch representative Colin Keys during mental health week from 16 to 22 May.

Colin is running the campaign with other trade unions and it has support from leading mental health charities including Breathing Space, The Samaritans, Bi Polar Scotland, PANDAS, and the STUC.

Be Aware will provide those working in public services, and others, with information on various mental health conditions and direct them to support agencies where they can find help.

The campaign will run in various large organisations including NHS 24, the Scottish prison service, BEA systems and DWP.

## Getting UNISON's message across in the media

by Kate Ramsden  
Comms and Campaigns Committee

**E**ight enthusiastic UNISON activists came together in March to master the skills of writing press releases and speaking to the media.

A mix of UNISON staff and branch officers, the students on the Organising for the Media Course put together a press release on a current issue, before policy officer and erstwhile journalist Stephen

**It's been great to see that since then, some of them have had an opportunity to put their learning into practice."**

JOHN STEVENSON

Low put them through their paces 'on air.'

The interviews were then edited and broadcast as a news bulletin. Stephen said: "They all came over as very confident and



on top of their brief."

Lead tutor, Communications and Campaigns Committee Chair John Stevenson added:

"The participants all picked up the skills very quickly and they all said that they enjoyed the course and learned a lot.

"It's been great to see that since then, some of them have had an opportunity to put their learning into practice."

**The next Communications and Campaigns Committee Course is on Writing and Editing skills and will be held in Edinburgh on 13-15 May. Get your name down if you're interested.**

## Did you know there's a Disabled Members Committee in Scotland?

by Margaret McAlees  
Disabled Members's Committee

**T**he Scottish Disabled Members Committee (SDC) meets four times a year and holds its own annual policy weekend.

The committee members have all been nominated from branches. We have 10 representatives on different Scottish committees - I hope some of you have met some of us at different committees - and no, we do not wear badges saying 'disabled'!

It is important to remember, of course, that so many disabilities are not visible.

We have two members from the SDC representing on the National Disabled Members Committee that also meets quarterly.

Issues raised at the SDC flow from and to the NDC through these reps and vice-versa - yes it is a two-way line of communication.

This year we are seeking to put motions forward to the National Disabled Members Conference in October and the STUC Disabled Workers Conference in November.

The SDC is looking to be proactive in UNISON Scotland and raise issues relating to people with disabilities.

We are also keen on working with other self-organised groups such as Young Members on different campaigns such as 'Goannie No Dae That' which is the Young Members' campaign against bullying and harassment

### Raising the profile

Yes, the SDC is also seeking to raise the profile of the committee, we don't want it to 'lip service' or 'sympathy' - as 'you pat us on the head and say there, there'.

From previous experience, it has been found if a change is made to accommodate someone with a disability it is quite often beneficial to others as well.

We will have a Scottish representative at the National Disabled Members Conference in Brighton in October.

This person will be the Scottish members' first point of contact should there be any need for assistance during conference.

Delegates will meet the Scottish representative at the Scottish delegate meeting at the start of conference.

One of the aims this year is to highlight the group through writing regular articles related to disability issues in *Scotland in UNISON* - keep your eyes peeled for our next informative article

For further information please see [www.facebook.com/UNISONScotlandDisabledMembers/](http://www.facebook.com/UNISONScotlandDisabledMembers/)

### We want to hear your news

*SiU* is your paper, we want to hear your stories. John Stevenson (Editor) 0131 558 7488, [john.stevenson@unison-edinburgh.org.uk](mailto:john.stevenson@unison-edinburgh.org.uk)

# MayDay: Marches, rallies and a Glasgow festival

**A** host of MayDay events are on around Scotland from 23 April to 7 May.

The Glasgow march and rally is on Sunday 1 May, assemble 11.00 for 11.30 at George Square with a rally at the Old Fruitmarket at 12.15.

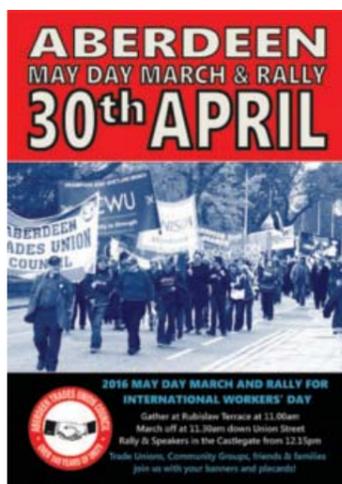
Dundee's MayDay rally is on Saturday 30 April. March off at 12 noon through Cowgate Underpass - Cowgate - Panmure Street - Albert Square - Commercial Street - High Street - Reform Street, finishing at Albert Square, Burns' Statue for a Rally at about 12.20.

Irvine May Day March and rally is on Saturday 7 May, marching from Vineburgh Community Centre, Quarry Road at 12 noon and rally back at the centre at 1pm.

Edinburgh and Lothians' May Day march and rally is also on 7 May, starting at the top of Johnson Terrace at 11.30am and setting off at 12 noon.

The route will go down the Lawnmarket, along George IV Bridge, Bristo Street, Teviot Place, Forest Road, Candlemaker Row, the Cowgate and up into the Pleasance Theatre for the rally.

The Aberdeen march and rally is on Saturday 30 April meeting at Rubislaw Terrace at



11am, marching off at 11.30 down the full length of Union Street to the Castlegate, where a

rally will be held at 12.15pm.

Fife's MayDay is on 30 April, assembling at The Mercat centre in Kirkcaldy and marching to a rally at the Adam Smith Theatre.

### More Glasgow events

Glasgow Friends of May Day (GfMD) have many additional events in Glasgow over the period.

In addition to the now traditional Glasgow MayDay celebration in Oran Mor on the MayDay holiday evening (this year 2 May) other events are being planned by other organisations.

In particular The Radical

Film Network have decided to hold their (Un)Conference and Festival this year in Glasgow over the MayDay weekend (29 April - 2 May).

GFoMD and the STUC have been involved with this important event and a number of key events are programmed that will be highlighted by them and the rest of the TU and Labour Movement. The programme is here - [rfnscotland.org/festival/](http://rfnscotland.org/festival/).

The other event in the socialist and labour movement calendar is the centenary of the Easter Rising.

For full details of a host of events, gigs and plays see [may1st.org.uk/](http://may1st.org.uk/)

## Showing racism the red card



UNISON South Ayrshire Branch Communications Officer Campbell Peden is pictured with Glenburn Miners Welfare Under 13s proudly sporting their new UNISON sponsored club jackets and supporting the branch's ongoing Show Racism the Red Card campaign in the local community.

## Framework sets out vision for fair work in Scotland

**A** new Scottish framework was launched this month with the ambitious aim of 'a world-leading working life where fair work drives success, wellbeing and prosperity.'

It was published by the Fair Work Convention, an initiative which arose from the Scottish Government's Working Together Review in Scotland.

The convention is an independent stakeholder body providing leadership in industrial relations and promoting 'Decent Work and Dignified Lives' for

working people.

Lilian Macer, UNISON Scottish Convener, was on the Working Together Review and is on the convention.

She said: "I was extremely proud to represent UNISON Scotland and the STUC on the convention and see as a priority the ongoing efforts to ensure that the Scottish Government, local authorities and other employers in all sectors live up to the vision it sets out.

It sets out an exciting agenda with an aspirational vision for Scotland's workplaces by 2025."

The framework asserts that fair



[www.fairworkconvention.scot/](http://www.fairworkconvention.scot/)

work is work that offers effective voice, opportunity, security, fulfilment and respect; that balances the rights and

responsibilities of employers and workers and that can generate benefits for individuals, organisations and society.

The vision is that, by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.

Lilian added: "The real work starts now to ensure that the recommendation becomes a reality. Please take some time to review the document and I would be happy to respond to any point that you have."