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1,700 jobs at risk. UNISON says govt must get involved before the UK's entire energy sector goes under - p3

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**PUBLIC WORKS:**

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# Scotland *in* UNISON

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

## Year of Disabled Workers launched

By Alison Mitchell  
Chair Scottish disabled members

**Pam Duncan-Glancy MSP launched the Year of Disabled Workers in Scotland at the Scottish Council of branches on 4 December 2021 to a warm reception from delegates.**

Her inspiring presentation, brimming with knowledge and motivation, generated passionate discussion by delegates at a level seldom experienced and a commitment to do their part to highlight the experience of our disabled members, the value they bring to our union and to the workplace, and to call for better enforcement of legal rights including the right to reasonable adjustments at work.

UNISON has dedicated 2022 to a 365-days-long campaigning and organising agenda to support disabled workers.

All branches are urged to commit to an activity during 2022 as a contribution to this agenda in support of disabled members.

Scotland's disabled members committee is keen to hear from branches about planned activities, which they will promote and it also has planned activities throughout the year.

Pam raised four pressing

**Branches urged to commit to action as one targets work transitions for young people**



Pam Duncan-Glancy MSP launched UNISON Scotland's campaign

workplace issues: supporting transition from education to work for young people; addressing the persisting pay and disability gaps in our workplaces; and the proper funding of social care to enable disabled people to fully participate in the labour market.

She noted that the Scottish Government needs to step up its

efforts if it is to achieve its commitment to half the disability employment gap by 2038.

Pam said: "Despite having the same abilities and work aspirations as all young people, disabled young people are half as likely to be in education, employment or training when they leave school."

She is calling for the Scottish

Government to create a statutory right to a transitions plan for disabled children and young people, to ensure the provision of appropriate care and support to improve outcomes for children and young people as they transition into adulthood and allow them to enter the labour market into meaningful job roles with genuine career opportunities.

Speaking at the time the Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill was introduced, Pam added: "I know how hard my own transition experience was.

"My family were forced to become project managers in our own lives, and I know that too many young disabled people still face that reality today."

The disabled members committee and Skills Development Scotland branch reps are in discussions with Pam to look at how we can help take action around transitions into work for young people leaving education.

For more information go to the UNISON Scotland website.

## Mike's not the retiring type, but he's gone and done it

By John Stevenson  
Retired member

**UNISON Scottish Secretary Mike Kirby has retired after 10 years in the post and many years as a leading lay activist before that.**

We knew it had to come one day, what with him being of indeterminate age, and COVID restrictions put a bit of a damper on what, seriously, is a defining moment for UNISON Scotland.

Mike has built up wide respect across the union - and indeed in the Scottish political bubble - over the years and played a significant (if not

always apparent) role in moving UNISON policy forward both internally and on the wider stage.

Mike told *SiU* that the models of delivering public services have changed fundamentally since he began working in Ayrshire County Council in 1974: "Direct provision has given way to various forms of procurement and outsourcing, even the NHS is not immune.

"But the trade union has followed its members and maintained an effective density of membership", he said.

As a lay activist, he rose from a steward through the



ranks of Nalگو and UNISON in the Strathclyde and Glasgow branches to the top lay post of Nalگو Scottish secretary (similar to the current UNISON

convener post).

He became UNISON's first Scottish lay convener in 1993 - his leadership bringing us through the massively important creation of the new union from Nalگو, Nupe and Cohse.

Mike underlined the importance of the merger: "The creation of a public services trade union, UNISON, was a major achievement which respected the traditions of the predecessors and has today a firmly established identity, with women the core and centre of key roles."

**Continued on Page 2**

## They're back: Communications Awards 2022

By Jane Aitchison  
Vice chair communications committee

**The Awards are returning for 2022 and entry is now open until Friday 4 March.**

They may have been put on the back burner due to COVID but communication networks were buzzing with UNISON branches facing up to the challenges of getting constantly changing information out quickly to members and activists.

The Awards are always a great opportunity for sharing the work you do. It's nice to get a bit of recognition but it's even better to inspire and enthuse others with your achievements.

We are very pleased that UIA, LV=, Lighthouse Financial and TC Branding are continuing their sponsorship of the awards. Of course as well as offering sponsorship they also offer valuable services to our branches and members.

As one of our main sponsors for many years, UIA's Sara McLelland would like to encourage branches to follow UIA on Twitter #uiainsurance and to like their Facebook page and share when they post messages, sara.mcllelland@uia.co.uk 07753857060.

UNISONliving Car Insurance provider LV= are delighted to sponsor the Special Recruitment Prize. For further details regarding discounts available to UNISON members please visit LV.com/UNISON. If you need any information for newsletters or flyers/posters and Social Media materials, contact Colette Baker, Colette.baker@lv.co.uk, 07867 558835.

June Anderson, TC Branding Group said: "We are delighted to be UNISON's endorsed supplier of recruitment and retention products. Please check our range of items at www.tc-unison.co.uk (registration required to order online). Alternatively, you can contact us on 01844 275700 or email us at unison@tc-group.co.uk"

**You can download the application form from unison-scotland.org. We look forward to receiving your entries and good luck!**



## The Nationality and Borders Bill - a new attack on refugees

**Narmada Thiranagama, UNISON UK Policy Officer, outlines UNISON's opposition to the Bill**

**Not content with maintaining the hostile environment for migrant workers in the UK, the Westminster Government has now turned its attentions to refugees and asylum seekers.**

The Nationality and Borders Bill will fatally undermine the UK's humanitarian and international obligations to provide a safe haven to refugees.

The shocking scenes we have seen from Afghanistan show how difficult it is to make an orderly exit from a dangerous and volatile situation. The desperation of families who had visas to leave and failed to get on departing planes in time illustrate how limited official schemes can be in dangerous situations. Yet any refugees who make their own way to the UK will face criminal charges and four-year prison sentences.

The Bill attempts to close off asylum status to those who have travelled through a 'safe third state' to the UK. Those with real links to the UK will naturally want to seek asylum here. These links are based on our promises, real ties to the UK and shared histories.

UNISON is also opposing plans which would enable the Westminster Government to deprive UK nationals with overseas heritages of their British citizenship without notice and render them stateless - as a result, many in the UK now feel that their citizenship status is more insecure than others. The Home Office has said British citizenship is a "privilege not a right" - UNISON disagrees.

We are continuing our fight to dismantle the Hostile Environment which treats our migrant worker colleagues like second class citizens - and campaigning in the Westminster Parliament to treat refugees with decency and compassion. UNISON believes that treating human beings with dignity and respect is a fundamental right, not a privilege - and enhances all our lives.

## Menopause policy adds to list negotiated by branches

**UNISON Highland Healthcare, with other trade unions and in partnership with NHS Highland, is the latest branch to agree a new policy to support staff who are going through the menopause, and provide advice and guidance for managers.**

The policy aims to raise awareness with all colleagues of the effects of menopause and foster an environment in which colleagues can openly and comfortably converse about the menopause in a respectful and supportive manner.

It will also clarify managers' responsibility about how they can support those experiencing menopause at work; support and enable colleagues experiencing

**'This new policy will be a huge help to members'**

DAWN MACDONALD

menopause to continue to be effective in their jobs; and clarify the process for discussing and requesting adjustments within the workplace.

The policy then goes on to cover areas such as, symptoms of menopause, impact at work, and how best to support colleagues in the workplace.

The policy is also backed up by some great resources and information which individual members of staff can access, giving more detail about the menopause, what to expect, how best to deal with it, and so forth.



As elsewhere in the NHS in Scotland, the majority of staff in NHS Highland are women, and many of them are in the age groups who may be affected by this.

UNISON's Highland Healthcare branch has been very much involved in negotiating and agreeing the new policy, and greatly welcomes its publication.

Branch secretary, Dawn MacDonald said: "I have been a UNISON rep for longer than I

care to remember, and have supported many members over the years with very significant issues relating to the menopause. These have not always been dealt with constructively or sensitively.

"This new policy will be a huge help to members, and will help promote greater understanding amongst managers of the seriousness of this, and the options available to help and support their teams. When all our services are under pressure, it's vital that we retain and support these very experienced staff.

"I have been wanting NHS Highland to develop a policy for this for quite a long time - and it's great that this has now been achieved through working together."

## Glasgow ballots as council 'rips up' equal pay deal

**Glasgow UNISON is balloting 9,000 members for action on equal pay as the council plans to 'rip up' a compensation deal for future payments and refuse further interim payments.**

Unequal pay remains a problem because workers are still being paid under the old discriminatory pay scheme and a new one planned for 2021 has been delayed to 2024.

The branch said: "Thousands of workers, overwhelmingly women, were paid out in 2019 because their pay was unequal - nothing has changed since then, it's still unequal.

"The deal in 2019 saw interim payments made to thousands of workers up to 31 March 2018. The council said that a new pay and grading scheme would be in place in 2021. This has not happened.

"It is unacceptable that



workers are being expected to wait until at least 2024 - six years after their initial payment - for the next step in addressing ongoing gender pay discrimination in Glasgow."

Workers affected include those in social care, early years

nurseries and clerical/admin jobs. UNISON says the council is attempting to divide workers by excluding many jobs, covering thousands of workers, that were previously paid out.

UNISON, along with the other unions, is demanding the

2019 deal should apply to claimants who have received nothing - so-called 'new claims' - and all eligible workers should get interim payments under the 2019 arrangements due to the delay in the new pay system.

## Mike Kirby retirement: 'More than 50 years after the first legislation, it is shaming on employers that equal pay is still contested'

*Continued from Page 1*

Mike went on to become chair of UNISON's regional conveners and held a pivotal role around the union's lay organisation and policy-making forums and structures for many years. It is hard to underestimate his influence in the union both in terms of policy and of organising.

His willingness to speak truth to power without fear or seeking favour facilitated the formation of the new union and its development over the years.

But it did not always make him popular everywhere as is often the case when your motivation is principles not popularity.

Eventually, our affectionately named lay 'Prince of Darkness', did the gamekeeper/poacher thing and was appointed to UNISON

Scotland's top full-time post in December 2010 on Matt Smith's retirement.

He served as President of the STUC in 2011/12.

Throughout our union and across wider Scotland and the international community, Mike is known as someone who believes in his politics and believes in the fairness and justice we should be striving for in the labour movement.

### International solidarity

Nowhere has this been more evident than in his international work and his links with anti-apartheid campaigning, Palestine, and Venezuela to name just a few.

Mike explained: "Whatever the challenges we face on the domestic front, we should never forget our international responsibilities. In my various roles in UNISON and STUC, you

have sent me to other places, to show solidarity and to learn."

He was part of a process that saw the Palestinian PGFTU and Israeli Histadrut brought together for full and frank discussions at the STUC in Perth in 2006. He also promoted the boycott, divestment and sanctions position against Israel's actions as far back as the 2009 STUC.

The racism that scars our communities angers him. He was the first to bring broad union support to the Chhokar family campaign over 20 years ago, winning UNISON national support for a public inquiry.

When he speaks with passion, it's about the things that matter - like the exploitation of workers. You may not always see that publicly, but privately (over a pint), you cannot miss it - for

example in talking about the Glasgow equal pay strikes and his insight into the personal difference that victory made to many individual lives.

"More than 50 years after the first legislation, it is shaming on employers that equal pay is still contested", said Mike.

### Future challenges

Mike laid out the challenges the union faces now and in the future: "More widely, there is a political imperative on trades unions and parties not in government to not only oppose, but constructively criticise with funded and outlined alternative propositions.

"How do we secure proper funding and governance of public services and a fair relationship between the various tiers of government, particularly local government?"

"How we create a constitutional settlement that addresses a democratic deficit, respects Scotland's political will, with defined powers for purpose, remains the challenge."

### Best wishes

"Mike's transition from convener to Scottish secretary is testimony to his commitment to our union", said UNISON Scottish convener Lilian Macer.

"He holds the respect of both lay and full time colleagues. It will be a very different UNISON Scotland without him and I wish him health and happiness in his retirement."

**We watch with great interest as to what Mike will get up to next and wish him a long, happy and productive retirement - and a series of improved Celtic performances.**

# Call for government action on devastating OVO job losses

**UNISON has warned that the government can no longer stand idly by and watch as the UK's energy sector implodes, as news broke that 1,700 jobs are to go at energy giant OVO, many of them in Scotland.**

Gillian Bannatyne, UNISON Scotland energy lead negotiator said: "This is dreadful news and a very stressful time for the

OVO workforce.

"It is, so far, a proposal and not a final decision and UNISON is doing everything we can to reduce the job losses and support our members.

"UNISON has made it abundantly clear that changes in how people get and use energy - as we try to cut carbon emissions - should be an opportunity to create jobs not cut them.

Companies like OVO should be looking to invest, reorganise and expand.

"UNISON continues to support staff, and we are still in discussions with OVO to get the best possible terms for our members."

UNISON head of energy Matt Lay added: "Hard-working staff across the company will be devastated as they anxiously

await their fate. Closing offices will hit local economies hard too.

"Staff have been dealt a cruel blow. Instead of worrying about star jumps, porridge and cat cuddles, OVO bosses should have been spending time on the issues that matter. Axing so many public-facing roles will have a huge impact on customers.

"Unions will be pushing managers to hold on to staff and

retrain them. Those in at-risk roles must become part of the huge energy-efficiency drive that's necessary if net-zero commitments are to be met.

"But the government isn't without blame. Its hands-off approach to energy regulation has been disastrous. Ministers need to roll up their sleeves and get involved before the UK's entire energy sector goes under."

## UNISON demands action on staffing crisis in the NHS and social care

By Kate Ramsden

SiU editor

**UNISON Scotland has again highlighted serious staffing shortages in both health and social care, with staff leaving services or going off sick with overwork, burnout and stress.**

The COVID pandemic has demonstrated the key importance of our members in the NHS and social care in delivering essential services to our most vulnerable.

Neither the NHS nor social care were fit to deal with a pandemic after years of austerity, but our members stepped up to the plate and worked throughout the pandemic. They were rightly lauded and applauded by the public and politicians alike for going above and beyond.

However, many of those same workers are now leaving social care and health, leaving serious staff shortages which impact on the remaining staff. Here we look at the impact on health and social care and UNISON's calls for proper investment in these key services.

### NHS staff face burnout

UNISON has warned that the Scottish Government needs to take urgent action to address the shortages in our NHS and invest in both NHS services and the staff who deliver them.

Official figures released in December showed that vacancies for nurses and midwives had increased by almost 20% in three months.

Willie Duffy, UNISON Scotland's head of health said: "Lack of planning for a global pandemic left the UK and the NHS exposed like never before.



UNISON has warned again and again

"NHS workers are overworked, stressed and facing burnout as they continue to deal with increasing demands on their services.

"We need urgent investment in our NHS services and staff", warned Willie. "This means the resources to cope with the backlog and a commitment to a fair pay deal for all NHS workers next year. Without better wages, experienced staff will be lost and new recruits much harder to attract."

Louise Noble, SiU editorial group member and a staff nurse,

said: "The pandemic has brought to the attention of the public what NHS staff have seen coming for years now. Staff shortages, pressures, lack of adequate breaks, if any, are all part of the reason why staff are on their knees with the demands they are facing.

"Services aren't being delivered as they should be and not through any fault of the workers who feel the frustrations as much as the patients do. The Scottish Government needs to act now to ensure we have an NHS in the future."

### Social care: watchdog backs UNISON action call

UNISON Scotland has also identified a real staffing crisis in social care - backed up last week by a report from spending watchdog Audit Scotland - and has called on the Scottish Government to address this as a matter of urgency.

UNISON's Social Care Staff Shortage Survey has highlighted big problems in the sector: 97% of respondents said that their workplace was short of staff and 90% said that they were concerned about the safety of colleagues and service users.

35% said they were considering leaving or actively trying to leave the sector in the coming months and 53% told UNISON that they urgently need some time off.

It's a picture reflected in the Audit Scotland report that said poor terms and conditions are creating recruitment problems, rising sickness absence and high vacancy levels and the 'crisis' needs to be addressed urgently.

As reported in the last SiU, UNISON has called on Scottish Finance Secretary Kate Forbes to introduce cash incentives to attract more people to work in the sector and encourage workers to stay.

### Low pay, lack of respect

UNISON Scotland's head of social care, John Mooney said: "Social care staff are leaving the sector, or people are not applying in the first place, because of the demands on the workforce, the low wages and lack of respect they receive.

"The issues facing social care cannot wait for a national care service which is years away. Social care needs funding now to tackle the staffing crisis."

### Local govt pay claim calls for 'fair and decent' rise

**UNISON Scotland, along with Unite and GMB have submitted a joint pay claim to COSLA calling for a 'fair and decent' pay increase for local government workers to make up for decades of cuts and to recognise the vital role these workers have played during the pandemic.**

The claim is for a £3,000 flat rate pay rise and a minimum hourly rate of £12. It also calls for payment of all professional fees incurred by members in the course of their employment and a no-detriment reduction in the working week to 35 hours.

**Council workers should not be used as a political football**



**between COSLA and the Scottish Government'**  
JOHANNA BAXTER

Giving evidence earlier to the Scottish Parliament, Johanna Baxter, UNISON Scotland's head of local government, warned that council workers should not be used as a political football between COSLA and the Scottish Government.

She said: "After years of declining pay and cuts to local government budgets it is time for COSLA and the Scottish Government to get round the table to ensure sufficient funding is available to give our dedicated local government workers the fair and decent pay rise they deserve.

"With 55% of local government workers earning below £25k, low pay remains a significant issue and this year's settlement must not only protect workers from steep increases to everyday costs, like energy and gas, but also prevent pay from falling back further, and should start to reverse the many years of real-terms cuts to wages.

Johanna warned: "Industrial action was only narrowly averted in the last pay round. This year's negotiations need to progress at pace to ensure we don't end up in the same position again this year."

Other demands include an agreement of home/hybrid working guidance, a job evaluation review of all roles that have changed during the pandemic, and no less than parity with other local government bargaining groups.

## UNISON Fife Health gives huge support to local family centre

**UNISON Fife Health branch continued its long-standing relationship with local community group The Cottage Family Centre, with a massive donation of £10,000 to support its vital services over Christmas and the winter months.**

The charity offers support services for vulnerable children and families across west Fife.

Branch secretary Andy Verrecchia said: "The branch was

delighted to be able to continue our support for The Cottage particularly at a time when demand for their services has never been so high due to the rising cost of living and the impact of the COVID pandemic.

"They are a fantastic organisation that do so much for our community and many of our own members and their families have been supported by the services they deliver."



UNISON's Wilma Brown with her added personal donation of rucksack gifts for children via The Cottage Centre

## UNISON Black members - Stronger together What we do and how to get involved!

**UNISON Scottish Black members' committee (SBMC) represents the views and interests of all UNISON Black members within Scotland and is urging more Black members to get involved.**

Katharine McKerrell, secretary SBMC explained: "We are a regional self-organised group and have a safe place to share your experience and empower individual and understanding how to be an active member."

"We have reserved seats on

**‘a safe place to share your experience and empower’**  
KAY MCKERRELL

the Scottish committee, its sub-groups and the national Black members' committee. Through these committees, we can raise issues affecting our members and bring them national attention.

"For example, during the



height of the pandemic, SBMC produced a report highlighting the 'Underlying Inequalities and the impact of COVID on Black workers'."

Segun Adebayo, communications officer added: "In November 2021,

we held our AGM and appointed our new committee for 2021/22. We'll soon be sending out a consultation to all branches to find out what their Black members want us to focus on this year.

"This is your chance to bring issues to our attention and to ask us to work on what matters to you. We'll also be sending out newsletters and information throughout the year, with details of our work so far, upcoming events and training opportunities. Remember Black members are stronger together in UNISON."

Rakiya Suleiman, chair, SBMC added: "We are always looking to expand our membership and bring new people onto the committee. If you are interested in finding out more, please get in touch." Segun Adebayo, communications officer, steward.unison@gmail.com Rakiya Suleiman, chair, rakiya.suleiman@nhslothian.scot.nhs.uk Katharine McKerrell, secretary: kay.mckerrell@unisonorkney.org

**Lothian Health Black members group held their annual general meeting in December 2021, with the message that Black members are stronger together in UNISON.**

Tina Makedenge, joint equality officer, Lothian Health said: "We are delighted that the group is growing bigger and bigger."

She thanked the branch for their support and for contributing funds to the event.

"We are encouraging other



branches to do the same with their Black members and other self organised groups."

The group printed t-shirts with the UNISON logo, to raise their profile and to

recruit more members.

Reuben Sani Akoh, Black Members Officer, urged: "Remember, let's continue recruiting and representing our members."

## UCS - From shipyard to stage

By Stephen Low  
Policy officer

**"We're taking over the yards because we refuse to accept, that faceless men, or any group of men in Whitehall or anywhere else, can take decisions that devastate our livelihoods with impunity. They're not on...The Shop Stewards on behalf of the workers are in control of this yard. Nobody and nothing will come in and nothing will go out without our permission."**

With these words, 50 years ago Jimmy Reid declared the work-in at Upper Clyde Shipbuilders.

The latest event marking this magnificent and successful dispute is a play which is

touring across the UK - including numerous venues in Scotland - in the next few months. Produced by Townsend Theatre Productions in association with Manchester University the story of the Work-In is told using an integration of live rock and folk inspired music, sound and visual effects.

The play is centred round Aggy McGraw, straight out of school, she gets an office job at Fairfields shipyard in Govan.

A week later the new Tory government decides to stop any investment in what they call 'lame duck' industries, which includes shipbuilding on the Clyde. Facing an uncertain future, she has nothing to lose, except her job, and is swept up into the famous 'Work In'.



This is an inspiring story about the power of organising.

The play will be touring through February and March including performances in Scotland in Irvine, Dalbeattie, Fauldhouse, Edinburgh and (of course!) Clydebank.

Details of the tour can be found at <http://www.townsendproductions.org.uk/shows/upper-clyde/>

"Fighting & Winning" - a BBC radio documentary made to mark the 30th anniversary of the Work-In can be found here

<https://soundcloud.com/user-19069495-853220752/fighting-winning-the-work-in-at-ucs>

## Determined action sees win for Highland nursing assistants

By Adam Palmer  
Highland Healthcare branch

**Due to determined action, followed through with some persistence, a group of nursing assistants working for NHS Highland are now in the process of moving from Band 2 to Band 3.**

In what is great news for this group of undervalued members, the Band 3 will be also backdated to November 2017, when the branch first raised the issue.

Highland Healthcare

branch has been pursuing this with NHS Highland since well before COVID, although that and other priorities have significantly intervened. However the branch kept the process alive, determined to do their best for its members.

They started by gathering information from members, using the UNISON pro-forma, who considered that they were carrying out duties in line with a Band 3 role rather than the Band 2 on which they were previously employed.

The branch then engaged with NHS Highland around the

issue, and the process for considering evidence, and, if appropriate, staff would be moved to the Band 3. This was backed up by a collective grievance of 109 members, which also marked a line in the sand in terms of backdating.

The branch secretary, Janette McQuiston, who had lodged the original grievance, retired, and Dawn MacDonald took over - and took up the baton for this group of members.

A process in line with what had been pioneered in Greater Glasgow and Clyde was agreed

at the Area Partnership Forum, and applications by the members for the Band 3 are now being assessed. So far, 37 have been agreed a move to Band 3 in a variety of hospital settings, and others are still to be considered.

Branch secretary, Dawn MacDonald said: "We're delighted at this outcome for these members and wanted to share the good news with UNISON members and activists across Scotland. I would also like to pay tribute to retired branch secretary, Janette, who started this whole process off in support of our members."

## After COP26 - Taking forward action on climate change

**COP26 may be over but UNISON's work on climate change carries on.**

The union's UK policy committee agreed a report written by Scottish NEC member and Scotland depute convener Stephen Smellie on COP26, which outlined steps to ensure that the work done in the build up to COP will continue.



Stephen Smellie

Stephen, who co-ordinates the UNISON Scotland green network said: "Our report on decarbonising public services will feature in a series of engagements with politicians and public sector leaders as we push for investment to enable councils, health boards, and others to make the plans and

take the steps towards ensuring they achieve a zero-carbon future."

He added that negotiators will put climate change onto the bargaining table with employers, seeking to negotiate a Just Transition in every workplace and ensuring that training for the new skills needed in future will be provided.

They will highlight that shifting away from high carbon use enhances rather than damages our working lives and the services we provide.

"Our members in energy will be supported to ensure they have a future, highlighting their ideas for alternatives to fossil fuels.

"As energy costs go through the roof and privately owned energy companies either go bust or make record profits from the gas price hikes, we will continue to campaign for energy to be owned and controlled in the public sector," said Stephen.

"Branch green reps are crucial to taking forward our climate policies, from demanding a Just Transition for every workplace to promoting our campaigns for pension funds to divest from fossil fuel exploration and exploitation at the cost of our climate.

"And to support these reps UNISON will be convening regular national seminars of our green reps to share ideas and co-ordinate actions.

"The UK policy committee has committed to taking forward the work begun in Scotland to take climate change seriously.

"If your branch does not have a sustainability or green officer, then elect one now and help to ensure that UNISON's climate policies are taken forward," urged Stephen.

## We want to hear your news

SiU is your paper, we want to hear your stories.

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