



## Scotland at UNISON Conference

All the main UNISON reports from the union's parliament in Brighton - p1, 2, 3, 4

## Gordon's the new president

Scotland's Gordon McKay takes top UNISON role - p3



## Action mounts in East Dunbarton

Biggest strike in a generation against conditions cuts p3



## PUBLIC WORKS:

July 2018 No 132

# Scotland in UNISON

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

# Have your say on NHS pay

**UNISON members working for the NHS in Scotland will have their chance to vote on the new three-year pay offer and changes to the NHS pay structure in an electronic ballot which will run from 16 July and close on 14 August.**

UNISON is recommending that members accept the deal which is worth at least 9% for NHS workers across Scotland over three years.

**Leaders are stressing that this is a 'no strings' deal despite misinformation on social media.**

Chair of UNISON Scotland's health committee, Tam Waterson, said: "UNISON is Scotland's largest health union and has led the way on NHS pay, campaigning and lobbying around our Scrap the Cap and Pay Up Now campaigns.

"UNISON is now leading the way in recommending this deal to our members - the best that can be achieved by negotiation - which is the result of our members' hard work.

"This is not a perfect deal and it does not go the full way to recovering the losses incurred by

health workers during more than a decade of austerity and pay cuts.

"But it puts money in our members' pockets now so that many will reach the agreed rate for the job faster than they would have done with current pay arrangements."

The main elements of the deal are:


- All NHS Scotland staff earning under £80,000 to receive a 3% pay increase backdated to April 1, 2018, with £1600 for staff on more than £80,000
- The top of all pay scales to rise by 9% over the lifetime of the three-year deal (including 2018) or £1600 per annum for scales above £80,000
- Larger increments and faster progression for staff not yet at the top of their pay band - worth between 11.3% and 27.7%
- Removal of band overlaps to ensure promotion comes with a proper pay rise and to lessen the risk of equal pay challenges
- Big improvements in starting salaries to help the NHS attract and retain new staff
- Applies to all NHS contractor staff.

**More details on Page 2**



UNISON Scotland Health chair Tam Waterson (front) joined by asst general secretary Liz Snape, NEC member Gordon McKay and general secretary Dave Prentis on the Pay Up Now! march in Edinburgh last October.

Have your say on **NHS PAY** in Scotland



[www.unison-scotland.org/nhspay18](http://www.unison-scotland.org/nhspay18)

**Full details and pay calculator on the website**

## Scotland at National Conference

**UNISON celebrated its 25th birthday at its Conference in Brighton in June, and Scotland played a key part in many debates.**

Experienced and first-time speakers spoke on health and social care, local government cuts, homelessness, Brexit, young workers, Universal Credit, trade union rights in Turkey and the jailing of Palestinian children.

We cover some of these in this issue, focussing on issues submitted by Scotland and its branches.

It was an emotional conference at times as delegates heard of the impact of government policies on our members and on our poorest and most vulnerable citizens.



We heard the harrowing stories of Grenfell. UNISON has been at the forefront of supporting survivors, families of victims and our members.

In a debate led by Scotland NEC member **Davena Rankin**, we heard of our Windrush members affected by the hideous and racist 'hostile environment' policy that has led to people who have paid their taxes for 50 years finding themselves out of work and facing deportation.

UNISON pledged to continue the huge support it has already given to members.

## Thousands send message to Swinney on council pay

**In the run up to schools breaking up for the summer thousands of members signed postcards to the Deputy First Minister and Cabinet Secretary for Education and Skills to remind him that Education is ONE team, who all deserve fair pay.**

Last year the Scottish Government found more money to give teachers a bigger pay increase than other local authority workers, despite our members contributing towards the education of Scotland's children.

Johanna Baxter, UNISON Scotland head of local government bargaining, said: "We understand that they are thinking about giving more money to

teachers again this year, whilst our members working in local authorities continue to get less.

"We don't think that was fair so we have been highlighting the vital work our members do in delivering high quality education across the length and breadth the country.

"Over the summer we will be expanding the campaign to the rest of the local government membership to drive home the message that all local government workers deserve a fair pay award.

"Your Local Government Committee negotiating team met with Derek Mackay, Cabinet Secretary for the Economy,

Finance and Fair Work, again on 26 June to press him for more money for local government to improve the current pay offer.

"He has agreed to a further meeting, this time with COSLA, and we will remain at the negotiating table whilst progress is being made."

The unions' claim is for £1,500 or 6.5% - whichever is the greater. On the table at the moment is 3% for those on up to £36k; 2% for £36,501 - 80k; and £1,600 on £80k and above.

(Pic: Johanna Baxter, Mark Ferguson, local government chair, and vice chair Carol Ball take the postcards to the Parliament.)





# Have your say on NHS pay

From Page 1

Overall, the deal will see an extra £410m invested in NHS Scotland pay over three years. It is funded by money released by the UK Government as part of the Barnett Funding Formula so it won't cost jobs or patient care.

- Other details within the deal include:
- Commitment to ensuring that NHS Scotland's salaries remain higher than those in other parts of the UK
  - The removal of pay band overlaps (by deleting the lowest pay bands) by 2020-21,
  - The value of bands 1-8c will increase by 9% (cumulatively) from 2018/19 to 2020/21
  - The value of bands 8d and 9 will increase by £1600 p.a.
  - By 2021 a new pay structure which means that staff will progress more quickly from the starting salary to the rate for the job.

## No strings

There are also commitments to look at some policy issues during the period of the pay but the deal is *not dependent* on agreement on these. They include:

- Managing sickness absence
- Utilisation and application of TOIL
- Appraisal and incremental progression
- Organisational Change Protection

## Calculator

You can view full details of the pay deal at [unison-scotland.org/nhspay18](http://unison-scotland.org/nhspay18) where there is also a pay calculator to let you see what your pay will look like under the new pay deal for NHS Scotland staff. This calculator has been designed to help show how the deal would affect you.

# Young members key to organising

UNISON is now the largest UK trade union with year on year increases in membership amongst young members and the private sector.

But much still has to be done to promote UNISON as an organising union and Conference committed the union's leadership, to develop a whole union response, including support from our retired members.

Moving an amendment from Lanarkshire Health, **Katrina Murray** threw the spotlight on our young members and the need to develop them as activists to develop resilience in branches and to ensure succession planning.

Conference also overwhelmingly backed a call from the National Young Members Forum to designate 2019 as "The Year of Young Workers."



Elaine Duffy

It committed to initiatives to increase the numbers of young members, with a 5% target by next year's Conference and another 5% by 2020.

A Scotland amendment highlighted that young workers are the trade unions leaders of the future so it is essential to invest in their training, learning and skills development now.

Moving the amendment, Scotland delegate, **Elaine Duffy** said that she might as well get the big cliché out of the way at the start: "Young people are the future. They are the future of our public services. They are the future of our union."

She added that it is not only right that we make an effort to recruit and train young members, it's a necessity.

"We know that what we have to say is relevant to young people. We know that that what we have to offer to young people is relevant.

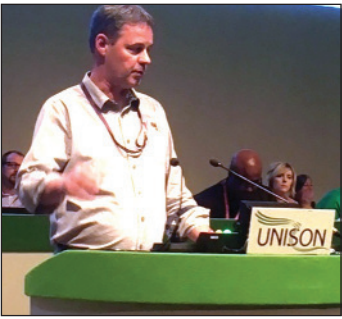
"What we have to do is put the time and effort in to making sure that young people hear what we have to say and act on it."

# Tory EU power grab is contempt for democracy

Conference called on the National Executive to work closely with UNISON regions in the devolved administrations as the EU exit negotiations and related legislation develops.

Supporting Scotland's motion, Scotland NEC member **Stephen Smellie** said that Theresa May's government is making 'a pig's ear' out of the Brexit negotiations and warned that powers coming from Europe that are already devolved will not go to Edinburgh, Cardiff or Belfast.

"They will go to the



Stephen Smellie

Government Ministers and they will keep them for seven years. Seven years! Longer than the length of the term of office of any government in Westminster or in the devolved

parliaments", he said.

"This union will continue to argue for respect for the devolution settlements, for strong Scottish Welsh and Northern Irish parliaments and for strengthening democracy.

"Theresa May's government is a threat to all of these and so the sooner we are rid of her dishonest, corrupt and disastrous government the better."

In a separate motion demanding transparency on Brexit, Scotland NEC member **Kate Ramsden** supported an amendment that called for



Kate Ramsden

maintaining the free movement of people between the UK and the EU, to work, study and to live with their partners and families. Any deal must also respect the Northern Ireland Good Friday Agreement.

# Tackling the crisis in health and social care

UNISON Conference slammed cuts to NHS funding since 2010 by successive UK governments.

It backed a range of actions to address the crisis in health and social care, including a continuing campaign against privatisation in the NHS and for the delivery of social care by the public sector, universal and free at point of need.

Two Scotland speakers contributed to this debate, one from health, the other from social care.

**Katrina Murray**, Lanarkshire Health, highlighted their experience as a health branch representing members in health and social care integration.

She contrasted the 'Partnership' approach in NHS Scotland with local authority managers "who believe they can use no policy whatsoever to deal with the terms and conditions of NHS staff."



Lorraine Needham

**'We deliver a vital service to the elderly'**  
LORRAINE NEEDHAM

On the positive side, Katrina said, "It's also made us get out of our silos. We've had to make better pals with our local government branch colleagues. We've had to swap intel, present joint fronts and work together."

**Lorraine Needham**, an



Katrina Murray

Edinburgh City social care worker, highlighted that the home care workforce is primarily female, many in their 50s and 60s and suffering from health issues including osteoarthritis, (wear and tear) and muscular pain.

Stress was the biggest issue with many staff going off long term which adds pressure to remaining staff. Morale is low.

To top it all, she explained: "In February, we had a red weather warning in Scotland, and our carers

walked to work in knee deep snow to their service users. Then we learned on the news NHS staff were getting the army to take them to work.

"We questioned this to be told we are not essential workers. This upset us and angered the staff.

"We are essential in the community and we deliver a vital service to the elderly."

She reminded Conference that these were not just clients or patients, they were people who deserved dignity.

# Campaign to save local services

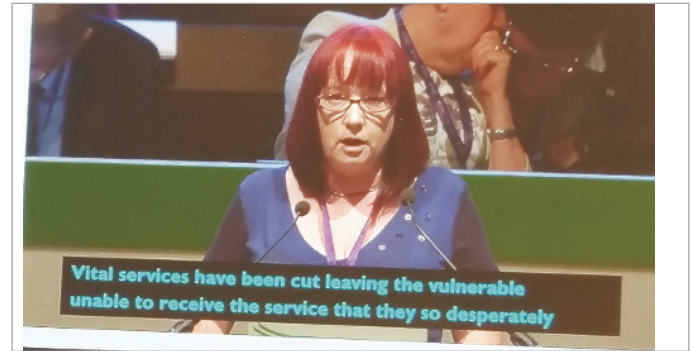
UNISON Conference voted to co-ordinate a UK wide campaign to save local government services from the brink of breaking point.

The union is calling on all its members to stand up for local government.

A national campaign will back up and strengthen local campaigning to save our services. It will help take the argument for proper funding for quality public service to our local, Scottish, and Westminster politicians.

At the same time, it will help to educate the public about the full range of services that local government provides including those for the most vulnerable people in our communities.

**Inez Kirk**, moving the Aberdeenshire motion, pointed to



Inez Kirk

a UNISON survey of members in Scotland only published on Monday that week, that illustrated that cuts to local government budgets have left councils unable to meet the needs of local communities and 75% of council workers have no confidence in the future of local services.

Inez said: "Vital services have

been cut leaving the vulnerable unable to receive the services they desperately need.

"The public are largely dissatisfied as they see road maintenance, paths and bridges left unrepaired. Entire communities are now suffering, they are paying more, demanding more and getting less.

"Yet we don't see campaigns

about saving our services work. These are vital health and well-being services but no one recognises what we do.

"Yes we repair roads, collect bins, but we do so much more – we educate our young, we care for older people the vulnerable and frail.

"We protect from harm through environmental health, and child protection. The list goes on. Please remember we value every single thing that you do."

Inez criticised the constant use of the euphemisms such as efficiencies instead of cuts. This just feeds the public perception that we are council workers paid well with gold plated pensions who do nothing for a living.

"We need to stand up and fight," said Inez, calling us all to action.



## Scotland's Gordon is national president

**B**ig congratulations to Gordon McKay of Ayrshire & Arran Health branch who has been appointed as UNISON's 2018/2019 national president.

Gordon has worked as a mental health nurse for 30 years. He has been on the UNISON National Executive since 2009 for Scotland and last year was elected to the UK health seat.

Gordon is now the union's top lay officer and will chair the national conference in Liverpool next June.

Scotland activists know Gordon as a straight talking leader and a barnstorming speaker.

Gordon is clear about the priorities for

**You don't achieve anything in the trade union movement by yourself. What you do, is you achieve it with other people.'**

GORDON MCKAY

his presidential year: to help continue making the case for the public services that "hold our society together, and how they do that," as well playing his part in UNISON's Pay Up Now! campaign "to get back some of the £18,000 that's been stolen off our members over the last seven years to pay for the greed and



incompetence of other people."

But he is clear that it's not just about him as president, because "you don't achieve anything in the trade union movement by yourself. What you do, is you achieve it with other people."

## East Dunbartonshire strike 'biggest in a generation'

**U**NISON President Margaret McKee sent a message of support from Conference to 1,300 UNISON members employed by East Dunbartonshire Council and Leisure Trust as they began four days of strike on 21 June against cuts to terms and conditions.

Further selective strike action is planned by the three trade unions.

Branch secretary Tommy Robertson said: "Waste and recycling plant operatives and mechanics are due to strike from 12 to 15 July to emphasise our resistance to the draconian attacks. We will not submit until we have seen these attacks withdrawn."

The strike started with 800 workers mounting one of the biggest rallies ever seen in East Dunbartonshire and will also be followed up by a campaign of action short of strike action.

The branch is fighting against cuts which include:

- removing enhanced overtime from April 2019;
- cutting three days of annual leave from 2019;
- increases to the notional working day (i.e. reducing time when unsocial hours premium payments apply) from 7am to 9pm to 6am to 11pm from November 2018.

Last minute moves by the council to avert strike were overwhelmingly rejected by members' meetings.

The council's response was to close all schools and early years centres for the four days of the strike.

UNISON warned East



Dunbartonshire Council that it will continue to fight for local services in the area and the excellent turnout for the action underlined that.

Local support has been great with businesses donating money, food and treats, and strikers have been getting messages of support from across the country.

Simon Macfarlane, UNISON organiser for East Dunbartonshire said: "This the biggest strike in East Dunbartonshire in a generation. 93% voted for strike action and council staff have become even more determined to see this through to protect local services that are so vital to all of us.

"I am afraid to say the council's handling of this dispute has been shambolic.

"UNISON issued emergency advice

to members advising them to do 50% of their shifts on strike days to ensure the care and safety of patients."

The action was driven by the members themselves, as Tommy Robertson told an anti-cuts rally: "It wasn't us that decided this, it was the members. the people who were being attacked."

He said the branch had turned the action into a 'carnival' to show the employers that the members were not going to be downtrodden.

That atmosphere was evident throughout the dispute with great videos of rallies, pickets and the talented dancing and singing library workers on social media.

See all the events and keep up with the news on the branch's Facebook page @edunison.

## Conference votes down strategic review

**A** wide-ranging composite which provided a comprehensive framework for a review on our union in its 25th year was surprisingly lost on a card vote.

This was despite it comprising motions from the National Executive, the National Young Members, the Disabled Members, seven Regions (including Scotland) and five branches.

The composited motion included a call from Scotland for devolution to be central



Lilian Macer

to the review.

Scotland delegate Lilian Macer told Conference that in Scotland, something like

95% of UNISON members work in services that are the responsibility of the Scottish Parliament.

Therefore the devolution protocol needed to be a fundamental part of the review.

"We need to take account of the changing nature of the UK and how we, as a union, work to maximise unity in diversity and ensure a common purpose in a fracturing environment," said Lilian.

Most speakers, even those against, were in support of a review, and many described the composited motion as

providing an excellent framework.

However, because the consequence of passing it would have been that motion 129 on branch funding would not be debated, branches were persuaded to vote it down and did so decisively.

In the end, the branch funding motion - which Scottish policy opposed because it would have given money to branches who potentially didn't need it at the expense of those who did need it for organising - wasn't reached.

## Conference 2018

**U**NISON's annual National Delegate Conference is the union's ruling body. Every year delegates from all over the country take part in debates to vote on our policies and priorities.

Every UNISON branch elects reps to attend and vote on behalf of their local branch members. Scotland has about 200 delegates.

Conference stories are by Jane Aitchison, Kate Ramsden and John Stevenson on behalf of the UNISON Scotland Communications and Campaigns Committee.

Much fuller reports and photos are on the website under the news menu.

## Secure home a fundamental human need

**B**acking a South Lanarkshire motion, Conference agreed to challenge all political parties and interest groups to work together to develop a national strategy to address homelessness, a strategy that will look at the causes, the health perspective and the impact of welfare reforms.

Anna Boyle, moving the South Lanarkshire motion, explained that having a secure home is a fundamental human need.

"Without this there is a negative impact on other areas of life such as family relationships, physical or mental health.

"This then results in increased demand on various support services and undoubtedly an increased cost for services which are facing harsh funding cuts."

She pointed out that the Welfare Reform Act had been the biggest change in welfare reform since the inception of the Welfare State in 1945.

That change mostly affected the young, women, and the disabled.

She referred to: "The chaos which is Universal Credit, we are glad that the Labour Party are now seeing the insidious nature of this."

Caroline McLean, City of Edinburgh, and a housing officer working in homelessness services for the authority, supported the motion.

She pointed out that it's often hard to find accommodation - they run out of accommodation - or a supported unit refuses because the person's needs are too high, or a B&B refuses because of the way they look or they have been problematic in another B&B, and of course B&B staff are not trained to deal with homeless people.

Caroline said: "The amount of money spent on B&B accommodation is astronomical and could have been better spent on building houses as well as accommodation for homeless people who cannot manage a tenancy."

Caroline urged us all to get behind the motion and hold the UK Government to account in dealing seriously with homelessness.

She told Conference: "Every person is entitled to a safe place to live."



Anna Boyle



Caroline McLean



## Honouring Scottish Auschwitz victim Jane Haining

by Liam Chalmers  
Retired Member

UNISON Branch representatives from Renfrewshire and Dumfries & Galloway Branches attended a ceremony in the small Dumfriesshire village of Dunscore on Holocaust Memorial Day to mark the opening a special heritage centre dedicated to the memory of Jane Haining - the only Scottish woman known to have died in Auschwitz.

Jane was born in Dunscore in 1897 and after leaving Dumfries Academy and Dunscore, worked for 10 years at the JP Coats weaving factory in Paisley - after which she moved to become a Church of Scotland missionary at the Scottish Mission School in Budapest during the 1930s and 1940s.

When war broke out, despite advice from church officials, she repeatedly

refused to return home saying the children needed her in the "days of darkness".

She was arrested by two Gestapo officers in 1944 and later died at the notorious Auschwitz-Birkenau Nazi death camp.

UNISON Branch Secretaries Grant Coltart (Dumfries & Galloway) and Mark Ferguson (Renfrewshire) who are both members of UNISON Scotland's International Committee said later: "Our two branches represent communities which had close association with the life of Jane Haining before she went to Hungary.

"As such, we were very proud to join



the Dunscore community to honour the memory of such a brave and selfless woman. The heritage centre will serve to keep Jane's memory alive."

Grant and Mark laid floral wreaths at the Jane Haining Memorial Cairn on behalf of the two UNISON Branches.

## People Power film festival returns to key Scottish cities

**Take One Action**, the UK's leading global change film festival, returns to Edinburgh, Glasgow, Aberdeen and Inverness this autumn, bringing some of the most acclaimed films of the year about the big issues of our time, from social inequality and women's empowerment to workers' rights and climate change.

Celebrating the people and the films that are changing the world, Take One Action will host over 40 screenings across the four cities.

The event, which is supported by UNISON Scotland, enables thousands of audience members each year to experience cinema with a difference, to engage actively with campaigners, artists, filmmakers, journalists, politicians and each other - and to take action themselves.

Some of this year's highlights include the Scottish premiere of Naila and the Uprising, a portrait of Naila Ayesh - a Palestinian resistance fighter who joins an underground women's movement against Israeli occupation; the UK premiere The Green Lie, a timely doc that exposes the dishonesties behind corporate "greenwashing"; and Strike a Rock, an intimate story that follows two

**TAKE ONE ACTION!**  
film festivals



'Thank You For The Rain' last year at Filmhouse

grandmothers from the poverty-stricken mining community of Marikana as they lead their community in a historic fight for justice.

Every screening is accompanied by discussions with audience members encouraged to get involved in the issues raised by the films.

Take One Action Executive Director, Tamara Van Strijthem, thanked UNISON Scotland for their continued support: "This is a relationship we value immensely. Our focus as a Festival is strongly attuned to the campaigns UNISON supports and we look forward

to welcoming many UNISON members to our events."

- **Edinburgh & Glasgow 12 - 23 September, various venues**
- **Aberdeen 16 - 18 November, Belmont Filmhouse**
- **Inverness 23 - 25 November, Eden Court**

Full programme and booking details are available from 14 August at: [www.takeoneaction.org.uk](http://www.takeoneaction.org.uk)

UNISON members can book tickets for any screening for just £5.50 by booking at the venue with their UNISON membership card.

## Bernard's half marathon raises funds for Ugandan library

**Bernard Kamya of Spectrum Skills Scotland, completed the Stirling a half marathon in 2 hours, 20 minutes and 25 seconds to raise funds for a library at a school in Uganda.**

Bernard, who has served in UNISON on national and various Scottish committees, was aiming to raise £1,000 for the construction of a community public library at Kamonkoli Mixed Primary School in Uganda.

Bernard said: "This money will contribute towards the construction of a boundary fence, and two basic rooms (of bricks and iron sheets), that will act as an administration

block and initial library.

"In 2014, we organised a community awareness run of 7.8 km in Kamonkoli, Uganda. The run started and finished at Kamonkoli Mixed Primary School, with an objective to introduce the idea of a community public library in memory of Harriet Mary Namigadde Kamya, who in 1991 was killed in a car accident in Aberdeen, Scotland."

UNISON's Hamid Rasheed, chair of Spectrum Skills Scotland, said: "As a result of an initial run in 2014, Kamonkoli Mixed Primary School offered a sizeable piece of land located within the grounds of the school, for the construction of a



Spectrum Skills Scotland director Abdul Rahim Khan with Bernard Kamya and Hamid Rasheed

community public library.

"The idea of constructing the public library calls for collective efforts, via various activities, by taking one step at a time.

"As Spectrum Skills is a registered charity, set up by

those UNISON members, we ask everyone to generously donate whatever they can to help us raise funds for this project. All donations should be made through the link on the website of Spectrum Skills Scotland."

## Green Network Day and SCCS Lobby of MSPs

**Branches are asked to support two important climate campaigning days in September.**

UNISON Scotland's Green Network has proposed a Green Network Day of action on Thursday 13 September.

The idea is for branches to take part in some co-ordinated green workplace action on helping cut emissions at work.

A range of possible activities include green audits, energy efficiency work, campaigning against single use plastics and for fair trade purchases, cycle friendly employer status and more.

A short guide and some ideas for promoting Green Network Day on social media will be circulated to branches soon, but please put the date in diaries. It's suggested that green workplace activities could take place in the week running up to 13 September.

Then on Wednesday 19 September, please join the Stop Climate Chaos Scotland mass lobby at the Scottish Parliament, calling for a strong new Climate Act.

Full details available soon on the SCCS website, where you can also support an E-Action to MSPs.

## End detention of Palestinian children

**In a powerful and at times emotional debate, Conference condemned the fact that Israel routinely imprisons Palestinian children as young as 12 in clear breach of the UN Convention on the Rights of the Child.**



Anne Gray

It called on branches to lobby UK and devolved governments, write to their MPs and publicise with members to put pressure on the Israeli government to stop this and live up to their duties under the UN Convention.

Moving the composite including Aberdeenshire branch's motion, **Anne Gray** told Conference her branch has long been concerned about human rights abuses of the Palestinian people by the Israeli State.

Anne told delegates: "Israel is the only country in the world that systematically prosecutes children in military courts - between 500 and 700 each year."

To a hushed Conference, Anne said: "I am a mother and a grandmother. Can you imagine our 12 year olds being treated like that? We would be incensed and distraught and we should be no less enraged that this is happening day in and day out to the children of Palestine.

"Yet so far the response from our government has been woeful.

"Well that's just not good enough. This is the Year of the Young Person in Scotland. As a country we need to stand up and unequivocally condemn Israel's treatment of Palestinian children."

## We want to hear your news

*SiU* is your paper, we want to hear your stories. Contact John Stevenson (Editor) [john.stevenson@unison-edinburgh.org.uk](mailto:john.stevenson@unison-edinburgh.org.uk)  
Danny Phillips [d.phillips@unison.co.uk](mailto:d.phillips@unison.co.uk)  
Trisha Hamilton  
[t.hamilton@unison.co.uk](mailto:t.hamilton@unison.co.uk)