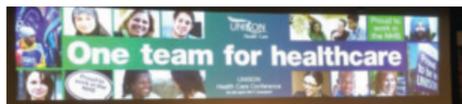


## UNISON at the STUC

All the main UNISON reports from the 120th Scottish Trades Union Congress in Aviemore - p1, 2, 3, 4



UNISON Health Conference Scotland's call for campaign to defend NHS - p4

Local Govt workers to vote in pay action ballot - p1



# PUBLIC WORKS:

May 2017 No 125

# Scotland in UNISON

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

## UNISON SCOTLAND STATEMENT ON THE GENERAL ELECTION

# We must put our services at centre of this election

**The Tories want this election to be all about delivering a large mandate for Brexit negotiations.**

The Prime Minister has called this election to seek a mandate for her misguided hard Brexit strategy.

Having ruled out the possibility of an election, and despite a commitment that the Parliament would run its full legal term until 2020, she has instigated a cynical and tactical U-turn.

Her objective is to take advantage of the current political climate to seek an increase in the Conservatives' UK parliamentary majority and to free her government from scrutiny over the difficult questions that will inevitably arise during the negotiations with the EU.

The stage has been set for a single issue election, the narrow focus of which the Prime Minister believes will deliver her a comfortable victory.

The campaign gives us an opportunity to keep cuts to public services at the top of the political agenda - so that it is not just fought on the Tories' favoured turf.

This election cannot be allowed

**'This election cannot be allowed to become a rerun of the EU referendum. Nor can it be a dress rehearsal for any future Scottish independence vote.'**

to become a rerun of the EU referendum. Nor can it be a dress rehearsal for any future Scottish independence vote.

The focus of this election should be on the disastrous policies of the current government and its immediate predecessor.

Ideologically driven austerity; tax cuts for the rich; deregulation; savage cuts to public services; the neglect of manufacturing and other key sectors; attacks on unions and on workers' rights; and the systematic dismantling of the welfare state and social security.

It should be about the terrible impact of these policies.

A struggling economy; declining real wages; the growth in precarious work; widening inequality and increased poverty; rising

### This election should be about



**Positive, progressive, outward looking policies that support the interests of working people.**



**Investing in our NHS and all of our public services - keeping them public.**



**Fair taxation, fair work, rights and decent living standards for all.**

xenophobia; reduced access to pensions and social security; the crumbling fabric of our health, education and other public services;

increased household debt; and the mismanagement of the public finances.

Turn to Page 2

## Council workers urged to vote for action on pay

**UNISON members are being urged to reject the local government pay offer in their first full industrial action ballot under new government restrictions.**

UNISON's Scottish Local Government Committee is urging members to vote 'yes' for a programme of industrial action.

This follows one of the highest returns in a full membership online consultation where members voted overwhelmingly by 77.6% to 22.4% to reject the employers' offer.

Mark Ferguson, chair of the committee, said: "Members have sent a clear message to say they have had enough of years of below inflation pay rises."

Members of Unite and GMB have accepted the offer, however the number of UNISON members rejecting the offer exceeds the total combined local government membership of these unions.

Dougie Black, UNISON lead negotiator, said: "UNISON will continue to fight for fair pay, putting our members at the heart

**'It is important that every member participates in the ballot to maximise the ballot return.'**

MARK FERGUSON

of the campaign.

"The Tory Trade Union Act designed to make it more difficult for workers to exercise their right to withdraw their labour cannot succeed. It is important that every member participates in the ballot

to maximise the ballot return."

The ballot, running from 11-30 May, will have to be postal because the law prevents the union from carrying out any ballot online.

Dougie said: "With their pay worth less now than it was 10 years ago, council workers have seen living standards squeezed as food, fuel, travel and childcare costs rise.

"The employers' offer falls far short of our claim."

The claim and offer - Page 3

### Let's make sure we all get a vote

**R**emind your friends to check that they're registered to vote in this general election. It's vital for our public services.

You'd be surprised how many young people are missing from the UK electoral register and less than half of 18 to 24 year olds turn out to vote. You might find your friends are not registered, so let them know how to do it.

It only takes two minutes, and you can register at <https://www.gov.uk/register-to-vote?>

Everyone has the right to be involved in the democratic process, let's make sure no one is denied a voice in the election come 8 June. We have until 22 May to do this.

### Reporting from STUC Congress

**The 120th STUC Congress saw 300 delegates from 39 unions and 20 trades union councils gather in Aviemore from 24-26 April.**

With the announcement of a snap general election, the media eye was on the political guest speakers.

First minister Nicola Sturgeon addressed delegates, as did Scottish Labour leader Kezia Dugdale - and UK Labour leader Jeremy Corbyn was greeted with a standing ovation on the first day.

But the real business lay in the host of debates on issues affecting the daily lives of working people in Scotland - mapping out the STUC's priorities in the coming year.

UNISON won backing for motions on public service reform, fair work and equalisation of the state pension age.

We also had amendments on cuts in education funding, investment in the Scottish Fire and Rescue Service, and challenging racism and hatred.

UNISON speakers spoke in 21 debates on issues like housing, disability and precarious work.

We report on some of them here with fuller versions of reports on the website.

• Reports are by **Kate Ramsden** and **John Stevenson** of UNISON Scotland Communications and Campaigns Committee.

## Election: Use vote for positive policies

From front page

We must have a campaign that is meaningful. Where progressive, outward looking policies and a socially just vision for the future are rewarded at the ballot box, and where reactionary, insular policies, which aim to exclude and divide, are rejected for the destructive agenda they represent.

*This election must be about the need for positive, progressive policies that support the interests of working people.*

Fair work; strong unions; collective bargaining; an inclusive, sustainable economy; adequately resourced public services; fair and progressive taxation; decent living standards for all; and fair trade underpinned by global employment and environmental standards.

We are at our most effective when we focus on talking to our own members about the issues UNISON has real authority to speak on - public services and the jobs and financial pressures faced by those who provide them.

We are able to talk directly to our own members to encourage them to press candidates from all parties on the progressive policy demands of the trade union movement.

Members can and should get more involved - asking questions of candidates or canvassers who knock on their door.

Let's make sure we all use our vote.

## Invest in the fire and rescue team

**The STUC will lobby the Scottish Government to stop cuts and properly fund the Scottish Fire and Rescue Service, as it promised when it set up the single service.**

UNISON amended the FBU motion to make it clear that ALL those who deliver the fire and rescue service – and indeed all other public services – are an essential part of the public service team.

**‘These staff are not ‘backroom’ they are the ‘engine room’ that keeps the service on track.’**

JOHN STEVENSON



UNISON's John Stevenson said the union had been concerned from the outset about the centralising agenda – the sucking up of powers by the Scottish Parliament instead of the ‘subsidiarity’ of putting control of services as close to the people as possible.

“And we predicted the problems that would come from a centralised police force,” said John.

UNISON had warned that we'd end up paying millions in VAT instead of on services.

“And so here we are now with huge VAT bills, huge cuts in the fire and rescue service, and police staff gone in their thousands while their jobs are backfilled by bobbies OFF the beat.

“Our amendment is here to dispel the artificial difference between cuts in ‘Backroom’ and ‘Frontline’. Cuts in admin staff, staff in specialist services, in functions like control rooms, all affect the frontline service,” warned John.

“These staff are not the ‘backroom’ they are the ‘engine room’ that keeps the service on track.”

## If government serious about education, it needs to stop cuts

**STUC delegates heard of the real experience of education staff on the front line as they voted to campaign against cuts and expose the impact on tackling child poverty and inequality.**

Backing a NASUWT motion, UNISON's Carol Ball told Congress about UNISON Scotland's ‘Hard Lessons’ survey of members working in schools last September.

Over 900 members responded across a range of school support roles from 25 local authorities.

Carol said: “Scottish Government figures show that between 2010 and 2015 there was an increase of 6,707 pupils in Scottish schools but there is 1,841 fewer support staff and 1,389 fewer teachers. These figures just don't add up.

“Library staff numbers in secondary schools have been cut from 334 to 249. Sadly it's young people from the most deprived backgrounds that need school libraries and librarians most.

“The Scottish Government has also set improving science, technology, engineering and maths education as a priority



Carol Ball

and yet we have 251 less technicians in our schools to support this.”

Carol added: “Almost 80% of our members indicated that

their workload is getting heavier. They are increasingly having to work extra unpaid hours as expectations remain the same despite the cuts to support for learning, clerical and cleaning posts. This cannot continue.

“If the Scottish Government is serious about raising attainment and reducing inequality for our children and young people, they need to realise that it takes the whole education team who should have access to high quality training and adequate resources to achieve this.”

# Collective bargaining is the key to Fair Work

**Sectoral collective bargaining in both public and private sectors is the key to delivering on the Scottish Government's Fair Work agenda, the STUC Congress was told.**

A composite, including UNISON's motion, called for the “naming, shaming and prosecuting” of employers who do not meet the legal minimum standards, such as the National Minimum Wage, and speaking out against poor employment practice “such as exploitative zero/notional hour contracts.”

It called on the Scottish Government to use all the powers it has to promote collective bargaining at a sectoral level, particularly in areas like social care and childcare where the vast bulk of funding comes from the public purse.

Lilian Macer, UNISON Scotland convener, welcomed the report of the Fair Work Convention and the commitment of the Scottish Government to taking its recommendations forward.

She listed successes in Skills



Development Scotland, promoting trade unions as ‘a force for good’ and in Kelvin College where a joint union/management group is trying to adopt the Fair Work framework.

But she warned that much work needs to be done to make the proposals a reality in people's employment.

She focussed on the social care sector where low paid women are often working part time or on a sessional basis with no fixed contractual hours.

“A dedicated and committed workforce doing their best to maintain high levels of quality care in a system that is in crisis”, she said.

“So the Fair Work working

**Emergency fire control mergers or outsourcing are a ‘no go!’**

**Any attempts by the Scottish Government to outsource emergency fire control rooms or merge them with other emergency services is “a no go from the outset”, UNISON's George McIrvine told the STUC.**

He said that the specialisms of ambulance, fire and police staff should be maintained, as each and every incident received requires that particular skill set.

“Until policing in Scotland get their own house in order, how can you ever even debate the issue of merging three separate specialisms such as police, fire and ambulance.”

group will take a detailed look at the employment practices in this sector to make recommendations that will bring tangible benefits for this predominantly female, low paid and insecure workforce.”

## Election brings one chance - don't lose it

**The general election on 8 June gives one chance for a big change, award-winning filmmaker Ken Loach told the STUC Congress.**

The man behind acclaimed films like Cathy Come Home, Kes, and the recent Palme d'Or winning ‘I Daniel Blake’, won a standing ovation from delegates as he urged them not to let this chance go by.

For Ken, Labour at last has a leader in Jeremy Corbyn, “who will stand with workers in struggle, as he stood with the steelworkers, the junior doctors and the railway workers.

“For the first time in my lifetime I can stand and say I support the Labour leader. I



think that's extraordinary... we cannot let this chance go by.”

As for Labour's chances in Scotland, he said the party was now “180 degrees different” from the one that lost the last election.

Reflecting the subject of ‘I Daniel Blake’, Ken said the Tories had imposed: “a policy of conscious cruelty” with a “programme of systematic punishment by the Department

**‘When you get old you go for broke. We've got one chance for a big change. Don't let's lose it.’ KEN LOACH**

of Work and Pensions” forcing people into low-paid, insecure work through fear.

He spoke of people being sanctioned and left starving because they had missed appointments due to family funerals and emergency hospital appointments.

“What is the crime for which hunger is the punishment?” he asked, backing Labour plans to cancel work capability

assessments and change the sanctions regime

Ken also warned that the rise of the far right across Europe was the “biggest challenge faced by the left in my lifetime.”

He asked: “Why should we be surprised at the rise of the right when governments have created a great pool of people who feel alienated, dispossessed and as though they have no future?”

He urged delegates not to miss this chance for a Labour government or the party would lurch back to the right.

“When you get old you go for broke. We've got one chance for a big change. Don't let's lose it.”

## Standing up for workers' rights and against racism

**Congress delegates agreed that it is time to turn the tide against the racist, misogynistic, disablist and other divisive language used by right wing politicians before and after the Brexit referendum.**

The STUC will now explore new ways to challenge racism, build a broad coalition against racism, xenophobia and bigotry by working with groups like Hope Note Hate and Stand Up To

Racism, and share information between unions about effective workplace campaigns

Moving UNISON's amendment, Naomi Junnor said unions were uniquely placed to challenge racism: "The workplace is where our job is complete if we make the effort to challenge all incidents of racism and to promote activities that offer direct support to refugees", she said.

Naomi spoke from personal experience of recent events

where her Jewish identity was at the centre of comments made.

"I haven't had to rise to such ignorance since I was a teenager. Two separate incidents revealing how ignorance perpetuates fear but allows for those looking for an easy scapegoat to be justified in their intolerance.

"It remains our responsibility to challenge scaremongering and show our strength in welcoming diversity, opposing racism and nurturing tolerance."



Naomi Junnor

## Reform should see public services as an investment

**The STUC backed UNISON Scotland depute convener Stephen Smellie's call for a public service reform agenda based on improving services and involving staff and service users.**

The UNISON Scotland motion called for change to be based on local democracy, not centralisation.

Stephen told delegates: "Everyone has a view on public service reform.

"Proposals over the past couple of decades have suggested bigger local authorities or smaller local authorities; more health bodies or less; independent providers or shared services; outsourcing or in-sourcing; charitable trusts or limited liability companies, devolution or centralisation.

"Take your pick – but they have probably all been tried and failed and now need reformed – again.

**'Reforms that are aimed just at saving money are just cuts in another guise.'**

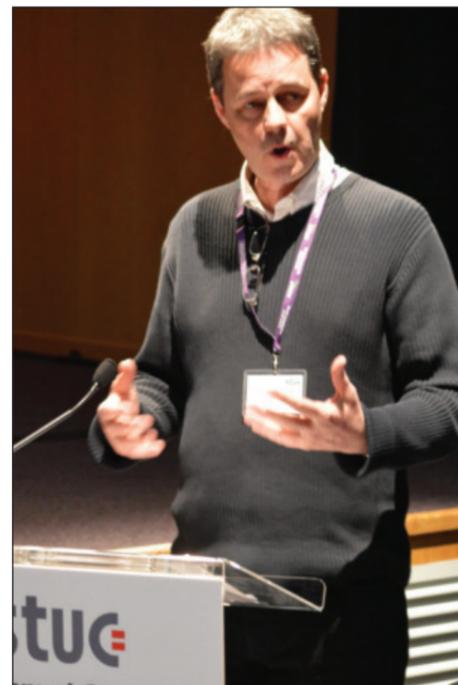
STEPHEN SMELLIE

"Usually the problem with reforms is that their original justification is flawed.

"We are told it is for efficiency. That means cuts and that is the wrong starting point."

The Jimmy Reid Foundation recently published a report on Public Service Reform which recalled the principles of the Christie Commission.

Stephen continued: "The Christie Commission, welcomed and lauded by all political parties and promptly ignored, argued for reform on an integrated basis that was about improving services with citizen and staff



involvement in reforms from the bottom up.

"It argued for reform that would see public services as an investment in society and not a

cost to society.

"Where preventative, early intervention, public services would mean healthier and smarter kids able to engage with higher education and skills to the benefit of the economy.

"Where dealing with social and economic problems, creating jobs and improving communities would put less demands on public services not more.

"Reforms that are aimed just at saving money are just cuts in another guise."

Stephen called for a public service reform agenda that is based only on improving services, increasing democratic accountability and engaging with citizens and staff.

## STUC backs call for campaign against pension cuts for millions of women

**Congress backed a campaign against Government pension cuts that have left millions of women's retirement plans in chaos.**

It will demand the government provides a full package of transitional arrangements for all women born on or after 6th April 1951 who have 'unfairly borne the burden of the increase to the State Pension Age.'

Moving the UNISON motion, Kate Ramsden praised the work of the Women Against State Pension Inequality (WASPI) campaign.

Kate said: "The 1995 Tory Government's Pension Act included plans to increase women's State Pension Age (SPA) to 65, the same as men's.

"The WASPI campaign agrees with equalisation, but does not agree with the unfair way the changes were implemented – with little or no personal notice and no time to make alternative plans. Retirement plans have been

**'If there ever was a time when women needed to help other women, waiting up to six extra years for a pension, it is now.'**

KATE RAMSDEN

shattered with devastating consequences.

"There are 2.6 million affected by the lack of notice of the 1995 and 2011 Pensions Acts.

"And here's the best bit. Not all of them even know it's happened. There are women who still have that shock to come.

"Successive governments have bungled the fundamental duty to tell women of these major changes to when they can expect their state pension."

"These are women with no other source of income because remember, until the 1990s many women weren't allowed to join



company or industry pension schemes, and many are carers or in poor health.

"Older women are having to sell their homes, go without essentials and rely on their own elderly parents because of the unfair way changes to the state pension age have been made.

"The aim of the WASPI campaign and this motion is to achieve fair transitional arrangements for all women born in the 1950's affected by the

changes to the state pension law.

"We are looking for a 'bridging' pension to provide an income until State Pension Age – not means-tested – and with compensation for losses for those women who have already reached their SPA."

Kate called on unions to support the WASPI campaign: "If there ever was a time when women needed to help other women, waiting up to six extra years for a pension, it is now.

"If there were ever a time when the trade union movement had to step up to the plate it is now. WASPI have achieved much. With trade union support they can achieve much more. We can achieve justice."

*(NEC member Jane Carolan was due to deliver this speech at her last STUC Congress but was unable to do so due to another engagement. Best wishes go to Jane who has been such an important figure in STUC Congresses over the years.)*

## Homeless Period campaign

**The STUC backed the Homeless Period campaign to ensure tampons/towels are made available through homeless shelters by the Government.**

UNISON's Kate Ramsden said: "It should be about a right for women and girls to access sanitary products whatever their means. It is about dignity and respect for all women."

## Beat food poverty



**Congress pledged to keep up the pressure on the Scottish government to**

ensure food poverty is eradicated by 2030.

Seconding a motion slamming the "conscious cruelty" of the benefits system, UNISON's Helen Duddy urged us to: "stand together, united in not only protecting workers incomes but also eradicating the draconian benefit sanctions and caps."

## More than warm words needed on attainment gap

**The STUC pledged to continue campaigning for proper funding for all areas of education, from early years to adult education to tackle the attainment gap.**



UNISON's Pat Rowland said: "Colleges have been a very important route to university but now there are half as many women in colleges than in 2007

"Closing the attainment gap is something we fully support," said Pat. "But we need more than warm words – We need action!"

## Council pay ballot

*From front page*

**The employers have offered:**

- £350\* for those earning less than £35,000 (\*pro rata on 37 hrs)
- 1% for those earning more than £35,000

• Scottish Local Government Living Wage is the minimum pay for all pay and allowances including additional hours, contractual overtime and other allowances. It will be pensionable.

**Our claim is for:**

- £1,000 flat rate for all.
- Continued uprating of the Scottish Local Government Living Wage.
- A future pay strategy to identify and redress the imbalance caused by previous pay awards below the rate of inflation.

Mark added: "We are encouraging members to raise the need for fair pay with all candidates in the general election."

## Bullying disproportionately affects disabled workers

by Andy Crosbie  
Disabled Members' Committee

### Bullying and harassment are common problems affecting many disabled workers.

Research done by the Chartered Institute of Personnel and Development revealed that 37% of disabled workers compared to 18% of non-disabled workers have experienced bullying and harassment in various different formats, including violence.

Research done by Cardiff University revealed the nature of impairments also leads to a significant variance in the figures

with those with learning disabilities faring significantly worse, for example 21.2% of this group have experienced violence at work compared to 10.5% of disabled people in general and 4.5% of non-disabled people.

Despite various legislation and employers' policies to ensure all workers are able to work in an environment free of bullying and harassment, this is still a common issue.

Additional protections are in place for disabled workers through the Equality Act 2010.

It is against the law to violate a person's dignity through unwanted conduct - such as verbal abuse to a particular person, because they

have a "protected characteristic" under the Act such as a disability.

You can also claim harassment if you have a particular association to someone with a disability e.g. your sister is disabled and are treated less favourably because of this.

UNISON's Scottish Young Members Committee is currently running a campaign "Gonnae No Dae that" all about bullying and harassment in the workplace.

As part of this campaign a survey was circulated among all young members in Scotland.

One of the findings from this was that 50% of disabled respondents had experienced impacts on their health and wellbeing due to bullying

compared to 38% of non-disabled respondents who were being bullied.

The Scottish Disabled Members' Committee (SDMC) is in full support of this campaign by taking the issues to the National Disabled Members' Conference and also the STUC Disabled Workers' Conference which also heard a number of stories around bullying and harassment of those indirectly affected by disabilities, such as those caring for disabled people, through the various motions debated there.

Look out for further information and guidance coming from the SDMC over the year about the issue through your branch.

## Job centre closures hit young people



The STUC backed the PCS campaign opposing Job Centre closures amidst fears it will hit young people hardest.

First time delegate and speaker, UNISON young member,

Jenni Gunn, seconded the motion from the STUC Youth Conference.

In a rousing speech she said: "By closing job centres in some of the most deprived areas, the Tories will push people into further crisis and young people in these communities will pay the highest price."

## Health conference backs Scotland call for campaign to defend NHS

by Wattie Gaffney  
Comms & Campaigns Committee

### Scotland won UNISON Health Conference's backing for a five-point plan to build a campaign to defend the NHS.

The Conference in April called for the Health leadership to work with the Health Committees of the four nations and with Regional Health Committees to:

- produce blueprints for the future provision of health care across the four countries of the UK. The overarching principle will be NHS services publicly funded, publicly owned and staffed by public employees.

- examine the partnership model of industrial relations in Scotland which has delivered significant gains for NHS staff at the same time as avoiding privatising of public services

- and lobby the governments and senior opposition parties in all of the four countries in the UK to engage in serious, meaningful discussion with UNISON about the future of health care provision.

In a rousing performance,

**The NHS won't end with the big bang of a piece of legislation. It will end after being bled dry by the withholding of finances and the hiving off of our services to private firms by the Tories..'**  
GORDON MCKAY



Gordon McKay, Scotland NEC Member, told delegates: "Today is about ensuring that this union makes sure the public knows that on June 9th there will be one of two governments in the UK.

"There will be either a Labour government whose vision of the NHS fits with that of this union. An NHS free at the point of need, paid for out of general taxation with those who can afford the most paying the most.

"The alternative is a Tory government committed to handing over our healthcare to leeches of Virgin who structure their companies out of tax havens of the virgin islands, so that not only do they milk money out of the NHS

by excessive charging and holding down wages but they then put nothing back as they dodge paying their corporation tax."

The motion slammed the closing of hospital beds before fully funded and comprehensive community services are in place.

It welcomed the significant improvements in the health of people in Scotland including overall health, life expectancy and survival rates for a number of conditions such as heart disease.

But it noted that the 2016 Audit Scotland report suggests the NHS in Scotland is coming under threat financially.

Scottish Health boards are having to make £492m in savings

in an attempt to balance the books in the financial year 2016/17.

It is at a time when agency staff spend has risen to £175m and the temporary staffing bill has almost doubled. In health visiting the vacancy rate is now running at 9%.

Although there is clear evidence that staff shortages and a reliance on temporary staff is detrimental to patient care, nothing is being done to tackle the problem.

The biggest area of concern is an increasing elderly population who are seeing cuts in health care provision at the same time as an underfunded home care service.

Gordon advised conference: "The Tories will hand over our NHS to pirates like Consort, who by 2028 will have received £1.3bn in public money for building a single hospital in Edinburgh that cost less than £200m to put up."

Gordon warned: "The NHS won't end with the big bang of a piece of legislation. It will end after being bled dry by the withholding of finances and the hiving off of our services to private firms by the Tories until it cannot deliver any more."

## Danny Gillespie: UNISON loses treasured comrade and friend

### UNISON Scotland has lost a treasured comrade and friend with the death of Danny Gillespie on 23 April.

The number and diversity of the tributes and people who turned out to celebrate Danny's life on 2 May was a huge testament to the respect in which he was held.

Paying tribute, Mike Kirby, UNISON Scottish Secretary and close friend, said: "Danny Gillespie, trade unionist, socialist, internationalist, comrade and friend to so, so many. A follower of the beautiful game played by the famous Glasgow Celtic.

"Danny was a member of the trade union all his working life, firstly with Nalگو and more recently UNISON, and that shared commitment was what introduced him to his wife Debbie. Both held leadership positions at branch,



district/regional level and nationally.

"Danny joined the trade union in 1985. He played significant leadership roles in the electricity industry at branch, Scottish and UK level, particularly through the challenging times of Thatcher's privatisation in the late 80s.

"A member of the NALGO National Electricity Committee at this time, his most passionate work was on equality issues, LGBT rights at work and equal pay.

"Danny was elected to Nalگو's

NEC in 1991 and was a member of UNISON's NEC.

"In addition to the national duties, Danny was the president and chairperson of the Scottish Electricity Branch from its creation in 1993 by the merger of the four SSEB Branches until he stepped down in March 2016."

His close friend and co-branch officer Tony Grieve said: "I always thought of Danny as the glue in our branch and a friend to us all, always available to help and support with strength and humour."

Mike continued: "Danny was a leading member of the Electricity Group Executive that was the first to publicly back the creation of the ground-breaking UNISON. Then when UNISON was created, he was at the forefront for the creation of the Energy section.

"Danny continued to chair the

Scottish Utilities Committee and was a branch delegate to the Scottish Council until he stepped down in 2016.

"Let me quote a member of staff: 'I would like to think I had Danny as a friend and a great example to me as a young Nalگو officer from whom I learned a great deal.'

"That commitment to helping others, using his own experience through adversity and his courageous fight, was reflected in other ways." said Mike.

After Danny's experience of lung cancer, he gave of his time volunteering for Macmillan to help others.

UNISON Scotland's thoughts are with Debbie and all of Danny's relatives and friends.

Donations in Danny's memory can be made to Community HEART at everyclick.com/dannygillespie

## MORE HEALTH CONFERENCE

### Tackling low pay

Margaret Bean, from UNISON NHS Glasgow Clyde & CVS, spoke on UNISON Scotland's motion on tackling low pay.



It congratulated Scotland on winning a deal that means, with the deletion of Band 1, the lowest paid full time member of staff in NHS Scotland gets £3,000 more than the equivalent member of staff in the NHS elsewhere in the UK.

Fife Health's Wilma Brown, speaking on behalf of the Service Group Executive, praised the great work UNISON Scotland had done in addressing low pay.



### Share successes to recruit

Lothian Health's Rakiya Suleiman was one of the speakers backing UNISON Scotland's motion calling on the union to publicise its successes in a UK wide recruitment strategy that learns from each other's successes.



## End LGBT+ bullying

The STUC backed "Time for Inclusive Education" which calls on the Scottish Government to underpin, in law, action in schools to end LGBT+ bullying, which still mars the lives of so many of our children.

UNISON's Willie Docherty, seconding the STUC LGBT Workers' motion, called for practical steps to ensure that education is truly inclusive, including training for all staff in schools.

## 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  
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