

UNISON at the STUC

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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

STUC backs call to fund local councils and scrap Universal Credit

Government must use powers to make people's lives better

By Kate Ramsden
SiU Editor

This was the rousing message from UNISON President Gordon McKay at the Scottish Trades Union Congress as he moved a composite motion from UNISON and PCS on Scottish Income Tax and Social Security.

Congress agreed and the STUC will now launch a high profile campaign to call for welfare reform including the scrapping of Universal Credit and for the Scottish Government to develop a scheme to use its tax raising powers exclusively for local government.

Gordon slammed the Tory government for its record of putting four million children into poverty, for forcing 350,000 people into homelessness, "and, for the first time in 35 years, since the dark shadow of Thatcher hung over our country, has seen life expectancy in Scotland for both men and women falling."

Gordon told Congress that he could forgive them if they were just stupid. "But they aren't. These outcomes are the result of deliberate, conscious, pre-meditated planning!"

"Half a million people don't rely on foodbanks to eat by accident. Child benefit hasn't lost over 20% of its value by mistake. And 130,000 children didn't spend Christmas Day in temporary accommodation because of an oversight.

"They happened because of a cruel, vindictive targeting of the vulnerable and a policy of making the poor poorer."

Not only that, added Gordon, the Tories have also targeted the very services that people rely on, that make us a decent, civilised society. "One million jobs axed and for every £1 that was spent on Local Authority funding under Labour, we see that reduced to 40p."

All this is exacerbated by moving tax credits to Universal Credit with 2.8 million



UNISON campaigned for an extension of tax powers in Scotland... to be used to create a fairer and more decent society'

GORDON MCKAY

households seeing cuts to their income.

Gordon suggested that perhaps we can expect nothing better from the Tories.

"But we do from those with the power to make decisions in Scotland."

He pointed out that UNISON campaigned for an extension of tax powers in Scotland, but "for a

purpose. To be used to create a fairer and more decent society, not as weapons in a constitutional battle."

He called on the union movement to put pressure on the Scottish Government to face up to its responsibilities to mitigate Tory welfare and economic policies and to increase spending on social security and public

STUC reports from Dundee

Reports on the motions and amendments from UNISON at the STUC congress in Dundee are throughout this issue.

Fuller coverage of all the other UNISON speakers are on our website under the 'News' menu. Reports were by Kate Ramsden and Jane Aitchison in Dundee with support from Fiona Montgomery and John Stevenson.

services to protect our people.

"The trade unions in this hall campaigned for the Scottish Government to have the powers to increase the top rate of tax, to introduce a wealth tax, a social responsibility tax, and we won.

"The Scottish Government now has the tax raising powers that can make people's lives better. It's time that it used them," urged Gordon.

Dundee home care workers defeat conditions changes

By Jim McFarlane
Dundee City Branch

Home care workers employed by Dundee City Council have, after almost two years campaigning, defeated the SNP-run council's attempts to enforce changes to contracts and shift patterns.

The council had given this overwhelmingly female workforce a 'choice' of either moving onto split shift working or face a cut in their contracted hours that would mean a pay loss

of up to £4,500 a year.

As talks dragged on, the workers said enough was enough and consultative ballots were held across the three unions involved.

Nearly 90% of members voted to take industrial action, on high ballot turnouts, unless these proposals were dropped.

It was no coincidence that on the very day the employer was notified by UNISON and GMB that they would be proceeding to an official strike ballot, the council sent a text to all workers saying that no one would now be

Nearly 90% of members voted to take action'

forced to work split shifts or have their contracted hours cut.

Negotiations were proposed and a joint mass meeting of the whole workforce agreed to this while UNISON and GMB proceeded to carry out an official strike ballot.

Those ballots closed on Friday 5 April. 85% of UNISON members voted in favour of strike action on a 64% turnout.

GMB members also voted overwhelmingly in favour of action with a turnout over the 50% needed to take legal industrial action.

UNISON, GMB and Unite members organised and campaigned for nearly two years, resisting the implementation of these detrimental proposals.

Membership density was built and new stewards came to the fore with UNISON rep Gail Wallace playing an outstanding role.

Continued on Page 2



National job evaluation starts in FE colleges

National job evaluation has launched in further education covering 6,500 staff in 20 colleges.

UNISON is leading the way with this and has secured release for an additional five reps to travel the country visiting every college to support you with your questionnaire. Don't hand it in until you have spoken to them.

Our trained reps will give you expert advice to help you properly draft your questionnaire.

This is the biggest job evaluation exercise in Scotland's colleges ever and if you know someone who hasn't joined UNISON yet, tell them to do so quickly.

Dundee council conditions fight

From Page 1

Lobbies of the council meetings were noisy and colourful. Regular joint mass meetings were held to discuss and review the strategy. Members and stewards were inspired by the struggles of their home care colleagues in Birmingham and the equal pay strikers in Glasgow.

This type of solidarity built the confidence of the members to take action, if needed. A delegation of Glasgow equal pay strikers attended Dundee City UNISON's branch annual general meeting and a mass meeting of the home care workers.

The home care workers' victory is an example of the power of working class people organising and campaigning through their trade unions.

New reps and members bring an energy and vitality to that struggle. It was another example of the growing confidence of trade union members to take to the road of struggle in defence of decent jobs and services.

80% vote for action against conditions cuts

Changes to terms and conditions of all staff were tabled by the council to the trade unions on 24 January and then imposed at Council Committee on 18 February without negotiation or agreement. The first time this council has ever done this.

These include restrictions on flexible retirement, cuts to pay protection and new procedures on compulsory redundancy despite having a no compulsory redundancies policy in place since Dundee City Council established in 1996.

We have held a consultative ballot with UNISON members voting over 80% in favour of industrial action if the council is not prepared to return to the negotiating table. The turnout across all three unions was well above the 50% needed to overcome the ballot thresholds.

Urgent meetings are now being organised with the employers. Our members have given a clear mandate that they are not prepared to see their terms and conditions slashed in this manner.

It's all very well the First Minister telling STUC delegates that the Fair Work Agenda is not optional yet this flagship SNP run council continues to act in this way, going against all the principles of collective bargaining.

Boss's pay rise slammed as Gas jobs go

The STUC gave UNISON's Willie Docherty overwhelming support as he called for condemnation of job losses at Scottish Gas and for full backing for UNISON Gas Branch Scotland.

Moving an emergency motion, he noted that the negotiators have worked successfully to avoid compulsory redundancies and to deliver protections for members in difficult circumstances.

Willie told delegates about the company's planned closure of its City Park call centre site

in Glasgow, where around 400 workers are based.

"This is obviously devastating news and will hit affected families hard."

Willie slammed the 'obscene' 44% pay rise announced for the Centrica chief executive.

He pointed out that the chief executive's massive £2.4 million pounds package is 109 times the pay of the average UNISON worker in British Gas.

"What an absolute kick in the teeth for hard working employees facing the closures of the Glasgow site, and another in Leeds, with the loss of around 500 jobs all together.



Willie Docherty

"We are asking all shareholders to block the rise at next month's AGM."

Willie told Congress, about Branch Secretary Lindsay

McNaught's report to UNISON's Scottish Council April meeting, where she highlighted the premature breaking of the news of the closure on 4 April, to be followed by an announcement later that day advising that jobs at Uddingston were guaranteed for anyone who didn't want to take an enhanced voluntary severance package.

Lindsay and the branch are on site meeting with members, and holding drop-ins to make sure they deliver what members want in the circumstances they are facing. More than 80% of gas call centre union membership is in UNISON.

End the exploitation of dedicated care workers

By Kate Ramsden
SiU Editor

UNISON won backing from the STUC Congress to campaign against privatisation of health and social care services and for investment in our social care workforce in line with fair work principles.

The STUC will also campaign for an adoption of UNISON's Ethical Care Charter for all public bodies who commission or provide health and social care services.

Moving the motion, UNISON convener Lilian Macer spoke to the findings of the Fair Work Convention's inquiry into social care in Scotland, which found that

social care workers, mainly women, face excessive shifts and unfair working conditions.

The inquiry has called for the Scottish Government to support a sector level body to ensure an effective voice for workers in the social care sector. This body should establish a minimum fair work contract to underpin the commissioning of social care services.

"These changes would put an end to exploiting workers in social care through zero hours contracts and employers expecting staff to work excessively long hours."

Lilian called for women's skills and labour to be better valued – a theme that has permeated this Congress.

She told delegates that there



Lilian Macer

is a dedicated workforce in social care but they have precarious contracts of employment, and little power or influence.

She called on society and politicians in Scotland to value social care and to reverse the trend of subjecting our most vulnerable citizens to the vagaries of the

market, where workers wages and terms and conditions are driven down even further.

Lilian warned that "the social care sector faces a perfect storm in which the impact of years of chronic underfunding has been worsened by increasing demand and the knock on impact of cuts to other key public services.

"This has produced a situation in which the needs of society's most vulnerable people are not being met and in which care workers are almost universally underpaid, largely undervalued and often exposed to exploitation," said Lilian, calling for action to drive forward improvements based on fair work principles and the adoption of UNISON's Ethical Care Charter.

Fife women urged to join WASPI

Davena Rankin (left), NEC member and Chair of UNISON Scotland's Women's Committee joined Shadow Scottish Secretary, Lesley Laird on the panel of a WASPI (Women Against State Pension Inequality) event in Kirkcaldy



Almost 200 women attended the event on 6 April, which was the first of many planned in Fife and aimed to establish an active WASPI group in the area.

Davena outlined how UNISON is organising around the WASPI issue, working with all the organisations seeking justice for WASPI women, where there is a clear alignment with UNISON policy.

Davena said: "Listening to the speakers and the questions from audience it became clear that there is still a large number of women in the area who are not aware of WASPI or the fight for justice.

"More worryingly, many women were not aware of what they were entitled to claim such as National Insurance credits.

"The government is deliberately silent on this because they see it as a way of saving money," slammed Davena, adding that George Osborne, who was the chancellor at the time, once boasted that this was the biggest and easiest saving the treasury had ever made – the changes allowed them to pocket £30 billion.

"This is money taken from women who are being forced to work longer and wait longer to get their pension."

She called on women to take to the ballot boxes. In many constituencies the number of WASPI women is greater than the majority held by the sitting MP.

Jobs fear as £56m police funding shortfall revealed

UNISON Police Staff Scotland has warned of potential job losses following an estimated £56 million shortfall revealed in the Scottish Police Authority (SPA) papers in April.

The papers show a £56.2 million gap between the police's proposed capital spending and the funding from the Scottish Government this year.

David Malcolm, Police Staff Branch deputy secretary said: "The commitment from Police Scotland to improve capacity for staff and officers now needs to be fulfilled.

"A move away from the protected officer numbers was welcomed by the trade union members but now we are seeing more officers recruited and not enough money to pay for them.

"Our members tell us they already feel like the second class citizens of Police Scotland and genuinely worry if there is a future for them in the service"

Gerry Crawley, UNISON regional organiser said: "In previous years budget savings have been made by making our members jobs redundant.

"The news of this shortfall in funding is a significant concern. We have seen around 2,000 police staff lost from the SPA/Police Scotland and there is now a very real fear that we will see even more job losses."

Report calls for review of council funding

Lilian Macer, UNISON Scotland convener, launched a joint UNISON and Jimmy Reid Foundation report – **Additional Revenue Streams Sources of Funding for the Delivery of Local Government Services – at the STUC Congress in Dundee.**

The report was carried out by Professor Mike Danson and Dr Geoffrey Whittam on behalf of UNISON Scotland and the Jimmy Reid Foundation.

It calls for a fundamental review of funding local government.

Politicians in all spheres must create the time and space for a fundamental review of funding local government'

MIKE KIRBY

The report states that expansion of local public services is possible with a fairer system of property taxes, and environmental charges. Local government has borne the heaviest burden of austerity cuts to the Scottish Budget.

There simply isn't enough money in the local government budget to meet the needs of citizens. We need to examine

new and alternative sources of revenue for local government.

Mike Kirby, UNISON Scottish secretary said: "Over the years, the balance of funding for public services through local government has shifted from approximately 50% coming from national government and 50% being raised directly by local authorities, to 85% of funding



coming from central government and 15% being raised directly by local authorities.

"Together with an overall reduction in funding during a period of austerity, this has resulted in severe financial pressures and impacted upon the quality and delivery of vital public services.

"Politicians in all spheres must create the time and space for a fundamental review of funding local government. This report is a contribution to that essential debate"

See full details of the report on the UNISON Scotland website.

President sends support to ISS workers as branch mounts 'PFI Bleeds the NHS Dry' campaign

Lanarkshire Health Branch has been holding demonstrations against private contractor ISS at Hairmyres Hospital.

The company is updating its payroll system – a change which will see UNISON members working three weeks but only getting paid for two.

The plans move from working five days in arrears to working 11 days in arrears meaning that members won't receive that additional week's pay until they leave the service.

Whilst ISS are offering staff an interest free 'bridging loan' to cover the week's pay lost that has to be paid back over their next four pays, or members are being invited to apply for a support loan payable over a longer period.

"This is an immoral act, from private profiteers, putting the lowest paid



Lanarkshire Health members demonstrating against the ISS company's payroll change

members of staff within the NHS in Scotland into debt", said the branch.

Branch Secretary Margo Cranmer and UNISON members attended the NHS Lanarkshire Annual Review and raised the issue with

NHS Lanarkshire.

The branch has lobbied local councillors and MSPs and plans to take the campaign to Holyrood if the company does not change its position.

UNISON President, Gordon McKay, pledged the support of

the whole union at Health Conference in Bournemouth and the branch has launched its 'PFI Bleeds the NHS Dry' campaign to remove the PFI providers from University Hospital Hairmyres and University Hospital Wishaw.

West Dunbarton social work members in strike ballot against unsafe workloads and practices

UNISON will formally ballot Children and Families Social Work members in West Dunbartonshire for strike action after talks failed to meet members' demands for a safe working environment for themselves and their clients.

Members had already voted overwhelmingly to take strike action in a consultative ballot, claiming unsafe practices and unacceptable workloads are putting vulnerable people at risk.

A massive 92.3 per cent voted for strike action, and 100 per cent of those who took part in the ballot voted

'This is about the safety of workers and vulnerable children and their families and our members are to be congratulated for taking a stand.'

SIMON MACFARLANE

in favour of action short of strike action. UNISON's consultative ballot had a turnout of 87.8 per cent.

Simon Macfarlane, UNISON regional organiser, said: "This was a phenomenal result and clearly illustrates the resolve of our members to stand up to unacceptable workloads and unsafe practices in West Dunbartonshire.

"This is about the safety of workers and vulnerable

children and their families and our members are to be congratulated for taking a stand."

UNISON has called for immediate action to put an end to short staffing, unacceptable workloads, unallocated cases and unsuitable arrangements for access meetings.

Simon continued: "Management must heed this crystal clear message from our members. This is the

reality of needless austerity in 2019, with workers at breaking point and at-risk children unsupported.

"We have raised our concerns beyond West Dunbartonshire and welcome that Peter Macleod, chief executive of the Care Inspectorate and Lorraine Gray, chief executive of the Scottish Social Services Council, have both confirmed they are raising the matter with the council and the Health and Social Care Partnership.

"It is now time for the council administration and management to act and ensure the safety of workers, children and families."

Just Transition for workers and communities

A number of Just Transition motions were debated at STUC Congress then remitted in favour of a General Council Statement undertaking to take forward action against climate change at the same time as ensuring that any jobs under threat are replaced by good quality unionised jobs.

Speaking to a UNISON amendment, depute convener, Stephen Smellie said he agreed with the GMB's Gary Smith that there had been no renewable jobs bonanza.

He said, however: "Those who criticise the rhetoric should realise that the rhetoric only fails when others don't take the action we have been calling for.

"We need to realise that the oil and gas needs to stay in the ground, but we need the work done to create the jobs and industries to ensure a Just Transition.

He pointed to the Black Workers' Conference that highlighted the fact that those who will suffer most and suffer first from climate change will be the indigenous populations of the South, the black and brown people of Africa, Asia and Polynesia whose lands are already under threat.

"And as we have seen recently in Southern Africa, these are also the nations that are least prepared for the devastation wreaked by increasing severe weather events.

"In amongst the concerns for a Just Transition for our energy workers, we must not forget the need for a Just Transition for these communities in the front line of climate change."

'Scandalous' disability employment gap

The STUC will call for employers' attitudes to the employment of disabled people to shift fundamentally.

Backing a UNISON and Aberdeen Trades Union Council motion, it pledged to drive an agenda to tackle the shameful disability employment gap, and to press employers to publish meaningful statistics on the employment of



Tony Slaven

disabled workers.

UNISON's Tony Slaven told Congress that it is an unarguable fact that disabled people are less likely to be employed than other workers:

"The employment gap is huge and scandalous," slammed Tony. "A forty per cent gap is not a number – it is a symbol... Of opportunities lost, potential denied and blighted lives."

"What is lacking is not so much employability on the part of disabled people, but a willingness on the part of employers to employ more disabled people by providing inclusive workplaces and support.

"And let's remember – discrimination against disabled people isn't just a scandal – it's against the law!"

He called for numbers and targets to be used for us and not against us, and called on employers to publish figures on the employment of disabled workers.

"Then we might see that employment gap is beginning to shift."

"Disabled workers have a right to dignity and respect but above all we have a right to work."

Counter the propaganda against Venezuela

The STUC backed a UNISON motion to counter propaganda directed against Venezuela and to lobby governments in Scotland and the UK to condemn US sanctions and to promote peaceful solutions which defend the sovereignty of Venezuela.

UNISON's Sam Macartney condemned the propaganda against the

legitimate government of Venezuela by the US and its allies: "For many years the US and others have attempted to gain access to the wealth and resources of the nations of South America and in fact the world.

"Economic sanctions lead to unrest within countries. All of this done to gain power and resources," slammed Sam.

"Let's stop the bullies of the world imposing their dogma on working class people."

Harassment of Scottish Kurdish community

Seconding an STUC motion, UNISON Scotland depute convener Stephen Smellie outlined a catalogue of unjustified police raids and harassment of the Kurdish community in Scotland.

He said: "Congress, the Kurdish community in Turkey is under siege, the Kurdish community in Syria have fought and defeated ISIS and are now being threatened by a Turkish

invasion and air attacks.

"They should not feel under siege and threatened here in Scotland. They are part of our community, our work colleagues our kids' school mates."

Stephen also seconded an emergency motion calling on the STUC to highlight the Kurdish hunger strikers, who are calling for an end to the isolation in a Turkish prison of the Kurdish political leader, Abdullah Ocalan.

When women come together and take action, we win

By Jane Aitchison

Comms & Campaigns Cttee

The STUC commended 8,500 Glasgow City workers, predominantly low paid women, who took part in the Glasgow Women's Strike on 23 and 24 October last year demanding equal pay.

Congratulating them on their well deserved win, Congress vowed to continue the fight against the blight of unequal pay across Scotland in all sectors and occupations.

Lilian Macer, UNISON Scotland convener, moved the composite on behalf of the STUC General Council, and highlighted the injustice that 50 years on from the Equal Pay Act, women in Scotland continue to suffer a gender pay gap of 15%.

Whilst welcoming the Scottish Government's Pay Gap Action Plan, Lilian told Congress that it neglects the most important area where the gender pay gap actually takes place – in the workplace.

"While a number of factors influence the gender pay gap it

'We were the invisible workers who became the visible workers who shut down the council.'

LYN MARIE O'HARA

must be recognised that the undervaluing of 'women's work' is at its heart. Raising women's pay reduces the gap.

"Ultimately the gender pay gap will only reduce when we, the trade union movement, organise and make demands.

"As the Glasgow women's strike shows, when women come together and take action, we win."

UNISON's Kim McLachlan explained the background to the strike:

"These members, mainly low paid women, employed as carers, cleaners, clerical workers, caterers and school support workers had suffered the impact of ten years plus, of



Lyn Marie O'Hara

discrimination, legal wrangles and empty promises.

"We got organised! As membership grew, so did the confidence of our members and a whole new face of union activism was born.

"Key female leaders bubbled up from our membership and from social media campaigns. UNISON leaders stood aside as these women, through a systematic organising campaign, took the fight for equality to the council."

Later, Congress heard from two of the leaders of the Glasgow equal pay campaign, Lyn Marie O'Hara from UNISON and GMB's Shona Thomson, as delegates paid



Kim McLachlan

further tribute to the strike and watched a moving film recording the lead up to the major rally in Glasgow on 23 October which was supported by people across the world.

Lyn Marie said there was one simple message, "Equal pay or we walk away."

She told Congress about the themed demonstrations, wearing moustaches or dressed as suffragettes, about the members' meetings and the phonebanks to reach out to all members and make them feel valued.

"We were the invisible workers who became the visible workers who shut down the council."

John Stevenson retires – So long and thanks for all the inspiring work

By the Communications and Campaigns Committee

As most readers will know, John Stevenson, long-standing chair of the Communications and Campaigns Committee, editor of Scotland in UNISON and our highly esteemed Conference Briefings, and webmanager of UNISON Scotland's website, is retiring.

Members of the committee wish to add our voices to the many accolades that have been made to John, including being awarded lifelong membership of UNISON at the Scottish Council of branches in April.

Mike Kirby, Scottish Secretary, called John "a dear comrade and

friend who has embodied public services and public service trade unionism, international solidarity and always with a good sense of fun."

He paid tribute to John's work in communications, pointing out that it was "John and his dear friend and comrade Chris Barter who were largely instrumental in establishing Scotland in UNISON and the website as a communication with the membership, a source of campaigning material and a reference point for many beyond UNISON."

Retired NEC member Jane Carolan commended John's sense of discipline in his politics.

"That discipline meant that bulletins produced by the Scottish communications team, whether

for conference, or SIU, or in web communications have always had the stamp of integrity."

Dave Watson, UNISON Scotland's retired Head of Policy and Bargaining added that John had "made an outstanding contribution" to building our trade union.

And Scottish Convener, Lilian Macer thanked John for being "a fantastic support to me in my role as convener for UNISON Scotland."

Lilian added that she relied on John's wealth and depth of knowledge and will miss his experience "in all things UNISON."

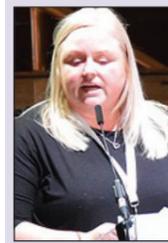
"John brings a balance and gravitas that is hugely valued by me and many others in UNISON Scotland and beyond in the trade



union and labour movement."

As committee members, we echo those words and pass on our own thanks to John for his leadership and encouragement over many years. We wish you all the best for your retirement, though we hope and expect to pick your brains for some time to come.

Additional support needs can't be met on the cheap



Lorraine Thomson

The STUC backed a UNISON amendment to ensure statutory provision of all the staff needed to identify and support children with additional support needs, as it called for a campaign for better services for children who need additional support.

UNISON's Lorraine Thomson told delegates that since 2010 the number of pupils with additional support needs has doubled but there are almost 2,000 fewer support staff.

Lorraine said: "Across Scotland our members are telling us that they are dealing with children with complex physical and behavioural support needs with minimal training and support.

"Getting It Right For Every Child cannot be done on the cheap."

Allergies at work

by Andy Crosbie

SQA Branch

One in four UK Workers are affected by an allergy of some sort and UNISON's December's Scottish Council meeting backed a motion from the SQA branch about supporting employees with allergies.

We are all aware of food allergies with Food Standards Scotland identifying 14 common allergies. However there are many other objects we can experience an allergy to including chemicals, latex, metals and animal dander.

Allergies can trigger a range of reactions, some of which can be quite mild such as itchy eyes, sneezing, wheezing, skin rashes and swelling where others can be very life threatening.

Research by Allergy UK revealed that 27% of those affected by allergy felt their symptoms were worsened by the workplace and 42% of those with an allergy have had to take sickness absence as a direct consequence.

While seasonal allergies such as those to pollen are exempt from the Equality Act other allergies can be accountable to disability under this legislation and lead to a tribunal case of a disabled employee for a nut allergy.

Top tips from Allergy UK:-

- Ensure appropriate ventilation
- Regular cleaning of all areas of the office-shelving units can gather dust etc which can be problematic to those with allergies
- Review flooring and furnishings. Carpets on concrete floors can trap moisture allowing dust mites and mould spores to thrive.
- Opt for a smooth or flocked Allergy UK approved flooring that has the Seal of Approval.

Visit www.allergyuk.org/products-and-services/listing for more details

- Ensure that plants are regularly watered and the top soil removed regularly to avoid moulds, or cover with pea shingle

Additional good practice for nut allergies:

- Put up signs stating that nuts must not be eaten in the workplace and explain why (with the worker's permission)
- Allow the worker to eat at their desk rather than in the canteen
- Allow home working
- Have an emergency action plan if the worker accidentally comes into contact with nuts and becomes ill.

For more information about the issue please visit www.allergyuk.org/information-and-advice

We want to hear your news

SiU is your paper, we want to hear your stories. Contact Kate Ramsden (editor) katearamsden@gmail.com, Danny Phillips d.phillips@unison.co.uk, Trisha Hamilton t.hamilton@unison.co.uk

Editorial group: Kate Ramsden, Watty Gaffney, Jane Aitchison, Diane O'Donnell and Sean Davenport