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# PUBLIC WORKS:

October 2017 No 127

# Scotland *in* UNISON

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**‘Whether you work in local government, the NHS, police, education or any other public service, you need a pay rise. But they won’t pay up unless we speak up.’**

See what you can do in the campaign at [unison-scotland.org/pay-up-now](http://unison-scotland.org/pay-up-now)

**A**s we went to press, thousands of UNISON members from across Scotland were set to rally in Edinburgh to demand that employers ‘Pay Up Now’ after years of real terms pay cuts.

For years public service workers have seen their pay held back by government in the name of austerity.

First a freeze then a cap,

resulting in public sector pay rising by just 4.4% between 2010 and 2016 while the cost of living rose by 22%. The average worker has lost almost £4,000.

But the tide may be turning. The Scottish Government has announced it will end the 1% pay cap on public sector wages but there is no indication yet of what the new cap will be.

Too many politicians praise the work of our loyal and dedicated

public service workers, yet they refuse to deliver a fair deal on pay.

More and more people are listening and supporting our Pay Up Now! campaign. Now it’s up to us, in UNISON, to keep that pressure on until we get:

- an end to pay caps
- government money for an immediate pay rise for all public sector workers
- fair pay for all public sector workers.

## We’ll be making a lot of noise on pay

**W**e face difficult times in the trade union movement with an avowedly anti-union government which has shown its disdain for workers’ rights across all sections of the workforce - notably the sustained attack on the public sector workforce through the pay cap of 1%.

However, UNISON members across the public sector are now calling time on the pay cap and are demanding a substantial pay rise.

This has been the worst and most sustained period in which pay increases in the public sector have fallen behind prices (even as measured by the consumer price index rather than retail price

index, which used to be the accepted standard).

Real-terms earnings of public-sector workers have plummeted. Public-sector workers have seen their total earnings rise by an estimated 0.9% in 2016 — the lowest year-on-year increase this century.

This has meant on average that public sector pay has been cut by around 14% in real terms since 2009, falling behind that of the private sector.

Since the general election, however, the government is weaker than ever and has no mandate for further austerity measures.

The 2018 pay round will be the

**UNISON Scottish convener LILIAN MACER on why we must act now to get the pay rises we deserve.**

most crucial since the commencement of the British and Scottish governments’ policies of capping public sector pay.

Currently, public discourse sets public pay policy as a defining issue for both the British and Scottish governments.

There is a free-for-all in Britain with minister after minister calling for an end to the cap. Up to



No reason why campaigning can’t be fun! Lilian Macer hands out ‘Scrap the Cap’ cupcakes as members lobby NHS Lanarkshire annual review.

six ministers at the last count.

Even No 10 was briefing that the demise of the cap was imminent, only for the double U-turn leading to No 11 and the dead hand of the Treasury blocking this move.

The response from Westminster was no to lifting the cap. Instead it was further austerity, as opposed to advancing growth or a taxation/borrowing strategy to pay for the relaxation of pay policy.

In Scotland, however, the political will to end the cap seems to be there.

If and when the cap is eventually scrapped, what does scrapping it actually mean?

Well, what it does not mean is

that inflation plus pay rises (current CPI is 2.9% with RPI at 3.9%) are guaranteed for every public sector worker by 1 April 2018. There is much work to be done.

There will be departmental pleas to make any sector increases cost neutral, meaning that future offers are likely to be with strings, which means; even more job losses, even more productivity expectations - or same or greater work demand by fewer workers - or dilution of terms and conditions (eg plain time for working outwith normal hours).

And there will be talk of phasing in pay rises over the pay year or across a period of years.

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## Celebrating Jean's 40 years' service



by Marie Macrae

Retired Members Secretary

Jean Macdonald, ex chair of Fife Retired Members Section, was presented with a framed certificate of thanks for her years of service as chair of Retired Members in Fife and as a hard working UNISON and NUPE steward and NUPE branch secretary in Fife.

Jean's history of trade unionism and activism of well over 40 years and her work supporting the families of striking miners is something to celebrate, respect and admire!

She is still reaching out, keeping in touch with her past members and helping to ensure they are supported in times of difficulty.

A special woman indeed is our Jean Macdonald.

## Another great bowling tournament

This year's very successful UNISON Scotland Retired Members Committee bowling tournament was blessed with good weather and a great time was enjoyed by all 87 people from across Scotland who attended and took part.

It was held on 23 August in Thornton Bowling Club and the club members and staff were warm and welcoming, fed us well and even contributed prizes for the raffle!

The raffle was substantial, and lots of people won prizes.

We don't have one branch playing against each other, instead we organise by have a draw of bowlers' names to make up the teams.

The winning team was presented with their prizes by Barbara Fulton, the event chief organiser.

## Higher pay band for paramedics

UNISON has welcomed the salary re-banding for ambulance paramedics and technicians in Scotland as a positive move for the future of the ambulance service.

Almost 2,600 clinicians will be moving to higher pay bands with updated job descriptions that better reflect the changing nature of modern technicians and paramedic jobs.

UNISON agreed new job descriptions with the employers before going through an independent evaluation process.

Stevie Gilroy, UNISON branch secretary, said: "This agreement ensures ambulance staff are properly rewarded for the job they do, it reflects the changing nature of the job and helps to ensure it is a profession people want to join."

## West Lothian takes holiday pay win lessons into cuts fight

by Scott McKillop

UNISON West Lothian

UNISON West Lothian has won a campaign to ensure workers are compensated for any loss of pay while taking annual leave after councillors agreed to implement COSLA holiday pay guidance.

Out of the 32 local authorities in Scotland, West Lothian was one of only two yet to adopt the guidance issued in March 2015.

Due to the absence of any progress, the branch took up the

campaign earlier the summer.

Following correspondence between the union and the council leader, some of which was highlighted in the local press and through social media, the council agreed on 19 September that they would implement this.

"We are delighted to hear the council have agreed to implement the COSLA guidance on holiday pay following pressure from UNISON," said branch secretary Andy Anderson.

"This is a significant victory for West Lothian council workers

who regularly work overtime or have shift allowance as they will receive an 8.3% rate on top of their holiday pay.

"Trade union representatives will shortly sit down with council management to negotiate implementation of the holiday pay rate along with any backdating arrangements.

"The council should be under no illusion that UNISON will fight to ensure that our members receive their full entitlement."

Branch officers hope to learn from this campaigning when the

attention will now turn to cuts the council is planning to implement.

Andy added: "UNISON West Lothian will continue to urge the council to defend jobs and services from damaging cuts.

"The council's own estimated budget shortfall has now increased from £65 million to more than £73 million. UNISON is committed to ensuring the council are transparent around planning how to implement these cuts and will fight on our members' behalf to protect jobs and conditions."

## Key wins as Scottish Government and TUC back Just Transition initiatives

But union warns air tax cut will increase emissions and take £189m from services

by Fiona Montgomery

Information Development Officer

Just Transition campaigners meeting in Glasgow last month were able to celebrate a key win and there was more climate success at the TUC.

The Scottish Government has announced a Just Transition Commission "to advise Scottish Ministers on adjusting to a more resource-efficient and sustainable economic model in a fair way which will help to tackle inequality and poverty, and promote a fair and inclusive jobs market."

UNISON and other trade union and climate campaigners have been calling for Just Transition for years, and the principle is in the Paris Climate Agreement.

A meeting of the Just Transition Partnership at the STUC, attended by UNISON's depute convener Stephen Smellie and head of policy Dave Watson, welcomed the move.

But the JTP is seeking a meeting with ministers to stress



Delegates to the STUC 2016 backing Just Transition

the importance of proper trade union representation, as well as community, environment groups and others.

And, the JTP will emphasise, as the STUC said, it is important that commissions have teeth and that ministers are willing to act on their recommendations.

The Partnership will also work to influence developing plans for a Scottish Government owned energy company and a Scottish National Investment Bank.

Other important climate action announced included phasing out new petrol and diesel vehicles by 2032, a public body bid for ScotRail, and

investment in low emission vehicles, drink deposit schemes, active travel and low carbon infrastructure.

However, the Scottish Government seems intent on taking £189 million annually away from public services by halving the new Air Departure Tax. A new poll shows 60% of Scots oppose this regressive tax cut, which will give money to frequent flyers and increase emissions.

The Just Transition Partnership meeting and UNISON's Green Network heard from excellent speakers Sean Sweeny, of Trade Unions for Energy Democracy, and

UNISON UK policy officer Allison Roche about taking energy back into public ownership and city renewable energy projects.

And at the TUC, UNISON backed a motion that won unanimous support for such policies, including a Just Transition strategy as integral to industrial strategy and a TUC investigation into the long-term risks for pension funds investing in fossil fuels - promoting divestment and alternative reinvestment.

UNISON's response to the consultation on the new Climate Change Bill is at [www.unison-scotland.org/2017/09/21/climate-change-bill-consultation-response/](http://www.unison-scotland.org/2017/09/21/climate-change-bill-consultation-response/)

The SCCS briefing on its call for the Just Transition Commission and other briefings for the new Climate Bill are at [www.theclimatecoalition.org/scotland-act](http://www.theclimatecoalition.org/scotland-act).

The TUC motion is at: [unionsforenergydemocracy.org/tuc-resolution-on-public-ownership-of-energy-and-climate-change/](http://unionsforenergydemocracy.org/tuc-resolution-on-public-ownership-of-energy-and-climate-change/)

## Glasgow equal pay victory but council seeks leave to appeal

UNISON has urged Glasgow council to get into 'meaningful talks' to deliver on the equal pay court victory won by the union for 1,400 women members.

But the successful case in the Court of Session has now been followed by a council decision to seek leave to appeal.

UNISON Glasgow branch secretary Brian Smith, reacting in the local media, said: "UNISON believes that there should be no more delays or legal smokescreens.

"The council leader should tell the relevant senior officers to drop everything and get this sorted now. Our members are entitled to

**'We need to value the work women do. It's unacceptable that women have to continue to fight for equal pay'** ISOBEL O'BRIEN

their money."

Affected members mounted a series of lively demonstrations at Glasgow city chambers in September.

One of them, social care worker Isobel O'Brien, said: "We need to value the work women do. It's unacceptable that women have to continue to fight for equal pay.

"Women do vital work in the city: educating, caring, cleaning and other important



services."

In calling for 'meaningful talks' UNISON Scottish secretary Mike Kirby said council leader Susan Aitken recognises, along with the union, that

settling the cases will be complex.

But he also warned: "In the light of the fact that even under new leadership the council has made an application for permission to appeal

the judgement on job evaluation and without a commitment to reform, this is going to be a difficult task.

"In the long term Scotland needs to value women's work. It's simply unacceptable that women have to continue to fight for fair pay in Scotland 2017.

"Women do vital work, often for little pay, educating, caring, cleaning and other important services.

"Hopefully we can work together to resolve the issues and ensure all women get fairly paid for the work they do."

Many of the claims go back to 2006 and a job evaluation system that the court has ruled did not comply with the Equal Pay Act.

## Cornerstone vows to work with union as a fair employer

**UNISON and care provider Cornerstone have agreed to work together to ensure that Cornerstone continues to be a good and fair employer by meeting the requirements of the Fair Work Framework.**

The Fair Work Convention (FWC), established in 2015, set a vision that by 2025 Scotland

would have a world-leading working life where fair work drives success, wellbeing and prosperity.

A Fair Work Framework was subsequently produced which focuses on giving the workforce an effective voice, opportunity, security, fulfilment and respect.

The framework provides guidance on training, tackling insecure work, trade union

recognition and much more; all part of the package of measures employers should adopt to demonstrate their fair work approach when delivering public contracts.

Deborah Clarke, UNISON head of community said: "This is good news for those working at Cornerstone and we hope it is an example to all other employers in the sector."

"The Fair Work Framework benefits employers as well as the workforce. It improves morale and supports recruitment and attainment of staff. We are continuing to ensure the rest of the sector follows suit."

UNISON Scottish convener Lilian Macer added: "As a member of the FWC I am delighted by this achievement. Well done team UNISON!"

# They won't pay up unless we speak up

**Lilian Macer - from Page 1**

There will certainly not be any clawing back of the 14% in real terms lost by the average public sector worker over the past period.

UNISON is determined to keep up the pressure on public service pay for all our members.

The pay cap needs to be scrapped for all public sector workers but there are already weasel words about what is a public sector worker.

Not all public sector bodies negotiate directly with government on pay. In the NHS, for example, pay is determined by the Independent Pay Review Body (PRB) which makes recommendations to government on what pay rise to give health workers.

UNISON believes that the PRB is not delivering for health workers and many NHS workers are so angry that they are openly challenging those unions who have so far refused to leave the PRB in favour of Scottish collective bargaining.

UNISON members are no longer prepared to accept the PRB providing cover for the political administrations in Scotland and Westminster as they and their families are forced to pay the price for political and economic failure.

Whether you work in local government, the NHS, police, education or any other public service, you need a pay rise. But they won't pay up unless we speak up.



UNISON NHS branches worked together to support each other at 'Pay Up Now' lobbies at NHS annual reviews across Scotland. The Highland one in Aviemore (above) was the last before the Scottish Government announced plans to lift the cap. Highland Health branch's Adam Palmer is therefore claiming the it was Highland 'wot won it'.

**‘The time is now. 1 April 2018 is judgement day and we need to turn the political rhetoric on pay into action.’**

So from now until the Budget in November, we'll be making a lot of noise on pay.

The recent announcement scrapping the cap for police 1% plus 1% bonus and prison officers of 1.7% is still a pay cut and the trade union movement across Britain needs to rage against the machine of the governments and employers which have impoverished our memberships since 2011.

In addition to our sector pay negotiations and campaigns, UNISON is running a high

profile public campaign to put pressure on politicians to support our demands to Pay Up Now #Scrapthecap and give all public service workers a decent pay rise.

Our campaign was set to see UNISON members lead the march and rally on 7 October in Edinburgh, assembling at 11.30am in Johnstone Terrace and leaving at 12pm down the Royal Mile to rally at the bottom.

This event was also planned as a Family Fun Day with wrist bands for kids, bouncy

castles, face paints, and rides and shows.

Food was planned in the form of burgers, vegetarian burgers, hot and cold drinks and there were also 500 tickets for Dynamic Earth

Additionally, UNISON Scotland's Health Committee is asking health workers to get involved in the campaign to scrap the cap with demonstrations at all the health board ministerial annual reviews across Scotland.

So contact UNISON branches for details and have your say on pay.

The time is now. 1 April 2018 is judgement day and we need to turn the political rhetoric on pay into action.

## Look who's signing up to 'Smash the Pay Cap' campaign

UNISON Scotland health branches have been out enlisting supporters for their 'Smash the Cap' campaign.

Although the Scottish Government may relax the cap (with strings) UNISON is reminding members that we'll need a lot more than 1% to catch up with inflation in the first place and then to make up for the thousands in pay lost over the years.

So who's been signing up to support them?



Labour leader Jeremy Corbyn took time out on a visit to Motherwell to add his name to the campaign.



... and 'Glasgow Girl' Roza Salih signed up at South Lanarkshire's New Lanark Family Fun Day in August.



Our very own general secretary Dave Prentis added his name at the UNISON Scottish Health Committee.

## Guide says violence at work is not 'part of the job'

**Violence at work is not 'part of the job' says UNISON Scotland as it launches a new health and safety guide aimed at workers in the voluntary and community sector.**

The union says employers are failing workers in the sector by viewing violence at work as inevitable.

The guide - on the UNISON Scotland website - follows a survey carried out by UNISON last year which revealed the number of violent attacks on

public service staff has doubled in the past 10 years.

The results only underlined UNISON's longstanding concerns over violence in the workplace. Of the members - mainly women - who had experienced violence in the course of their work:

- Half (50%) had been physically assaulted
- 61% had faced threatening behaviour
- 56% were verbally abused
- 56% had experienced a combination of all three.

Members said these were often



frequent and sometimes daily occurrences. All of these workers had reported at least one violent incident to a manager. Only 56% said their report had been followed up and only 44% felt the report was taken seriously.

Deborah Clarke, UNISON's head of community, said: "We know from the direct experience of our members in the community and voluntary sector that violent assaults on workers, especially in care jobs, are a huge problem. This is made worse partly because it is regarded by many employers and others as just 'part of the job'."

"Violence at work, in any form, is not acceptable and is not part of the contract of employment."

Dave Watson, UNISON's head of policy and public affairs, said: "Violence at work is a major

occupational hazard for too many workers. While physical attacks are the most serious form of violence, verbal abuse and threats are much more common and can have long-term health effects.

"This does not mean there are easy simple solutions that can immediately eradicate all attacks on staff. However, some employers appear to see violence as inevitable, unpredictable and therefore uncontrollable. We hope this guide will give our members the means to ensure that violence is never 'part of the job.'"

## Call for support for workers who are carers or suffer loss

**Andy Crosbie from the Scottish Young Members' Committee took a motion to the STUC Youth Conference in early July about the ongoing Dying to Work Campaign.**

Several Scottish employers have signed up to the charter to support terminally ill workers, including South Lanarkshire Council and the Scottish Qualifications Authority.

As well as promoting the charter, UNISON raised concerns around the lack of support for those affected by caring responsibilities,

and by bereavement.

Caring for loved ones in whatever capacity is a lot more common than people think with one in every seven workers doing duties for someone else such as helping them with washing, dressing, eating, doing messages or providing emotional support either face to face or over the telephone.

Support for carers varies and many carers experience discrimination at work, while on the other hand some employers are extremely supportive of carers which has been

recognised through the Carer Positive Scheme

UNISON pointed out that while support exists through organisations such as Cancer Support Scotland which offers a wide range of counselling and complementary therapy services such as massage, reflexology and reiki throughout central Scotland, these are often only accessible during the nine to five working day and rely on the generosity of the public to operate.

To help with this delegates took part in a raffle organised by UNISON delegate Andy which

raised £44 for the charity allowing for two sessions of counselling to be provided.

Anyone looking for further information on the charity or how they or their branch can help further can visit [www.cancersupportscotland.org](http://www.cancersupportscotland.org) or call 0141 337 8199.

Andy also spoke at the conference from personal experience of a family bereavement last year and how well he was supported through an Employee Assistance Programme, colleagues, and Cancer Support Scotland.

## LabourLink nominates Richard Leonard



**UNISON Labour Link Scotland has decided to nominate Richard Leonard MSP in the election for a new Leader of the Scottish Labour Party.**

This followed a consultation with branch Labour Link officers which came out overwhelmingly in favour of his nomination.

UNISON Labour Link Scotland Chair Gordon McKay said:

"UNISON Labour Link is pleased to nominate Richard Leonard. He has consistently supported our values and understands that we need real and bold change in Scotland. We share Richard's vision of a society based on full employment in a sustainable economy, funding properly our public services, providing dignity for our pensioners and hope for our young."

## Stirling: 8 in 10 say stressed at work

**Eight in 10 (78%) workers who completed a UNISON Stirling survey felt they were caused undue stress from their work, with more than one in 10 (12%) saying they had to take sick leave because of stress.**

Workers cited workload and tight deadlines (69%) as the main causes of stress. Around half cited management and leadership issues and a quarter said it was bad communication between managers and staff.

UNISON Stirling branch decided to carry out the survey after members had been raising concerns with them about austerity cuts and the loss of jobs and the workloads and stress that was putting on the remaining staff

Responses included: 'Unrealistic demands on remaining staff after each restructure now means everyone is at breaking point'; 'Overloading of work including being given work of senior members'; 'Staff shortages and cutbacks coupled with increasing work demand.'

Staff also said they were stressed because of: 'Lack of direction from managers', 'lack of consultation', 'lack of management structure.'

Lorraine Thomson, UNISON Stirling branch secretary said: "Thousands of public service jobs are being cut and each one of those is a tragedy for the person concerned.

"However, staff losing their jobs are not the only victims of the government's attack on vital public services. Those left behind are expected to keep those services running with fewer staff and less money.

"The stress placed on remaining staff is taking its toll on their health, safety and wellbeing. UNISON is there to help members who are facing these issues.

"It is not in the interest anyone for those who deliver our services to be so stressed. It is not fair on those working in council or the vulnerable people who rely on our services."

### 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)  
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## Another New Lanark Fun Day success

**Another fantastic UNISON Family Fun Day at New Lanark was held on 27 August.**

Hosted by UNISON South Lanarkshire Branch, it was jam packed with fun activities for the kids.

There was a great variety of music from the Easkilbusbies, Mhairi, the Carmuncock Covers and Palmeros.

At top of the bill they had the very talented Alastair McDonald, and Carol Laula accompanying her successful students from her song writing session Kay Mullen and Pam Fetters.

Scrap the Cap was the serious message from Gordon Mackay, UNISON's senior vice president, highlighting the union's promise to smash the public sector pay cap in the coming year... we are worth it and they can afford it.

They had all the usual activities for a great day out - music, stalls, face painting, balloon sculpting, birds of prey, storytelling, goody bags and a treasure hunt for the kids.



Lanarkshire Health's Helen Duddy showing face-painting isn't just for the kids

## Victory for the Glasgow jannies

**After a dispute lasting 20 months, janitors in Glasgow's primary, nursery and ASL schools have won a 6% pay rise which will see annual pay increase by £1,184.**

The deal maintains one janitor/one school, which was to go under proposals from the previous Labour administration designed to resolve the dispute.

Relief janitors will now be offered a school on a permanent basis. The current 12 job vacancies in the city will be filled and five additional relief posts will be created within an overall staffing level of 213.

Within this 213, there will be 35 new senior janitors who will be working chargehands. This new post will be Grade 4 and will deliver a staged £4,000 annual pay rise over the next two years.

The deal sees all 196 janitors in the city moved from Grade 2 to Grade 3 for taking on a range of handyperson tasks that have always been acceptable to the members.

The janitors will also provide emergency sickness cover for school crossing patrol workers but limited to

not more than four days per year.

They will also provide initial sickness and some holiday cover for other janitors in their neighbourhood but again this will be time specific and closely monitored by the trade union as the change is rolled out.



A relief janitor pool of five workers will be retained to support these new arrangements.

There will be a reduction in the working week from 41.5 hours to 40 hours and janitors will also now be allowed to take holidays during term-time. Voluntary overtime remains available.

The deal includes a £520 working context payment; the initial reason for the dispute.

The janitors won the support of parents councils across the city, particularly after January 2017 when the Labour administration offered a wage rise but wanted to pay for it by cutting jobs though a clustering approach where there would be fewer janitors

committed to one janitor, one school, and to resolving the pay dispute.

The janitors welcomed these commitments and are the basis on which the dispute has now been settled with the new SNP administration.

UNISON has seen a 20%

than school buildings.

At this stage parents began to organise protests. This was an important point in the dispute coming during the Scottish local council election campaign. UNISON is grateful for the involvement of the parents' councils.

In late March 2017, the council withdrew its clustering proposal and the election campaign saw both the SNP and Green Party

increase in membership since the dispute started, with three stewards in the group, up from one in January 2016.

The branch said: "The dispute shows that workers can win if they are determined and organised, supported by their local branch and the wider the trade union, escalate strike action when necessary, involve the wider community and build pressure on elected politicians at key points."