



## WHY YOU! NEED TO JOIN

### UNISON is *the* Union for Support Staff in Further Education

- We are the **biggest** support staff Union in F.E. with thousands of members and stewards across all Scottish Colleges. As the biggest Public Sector Union in the U.K. we have a wealth of knowledge, experience and resource to support you nationally and locally.
- We represent staff in all of the occupational groups within the Further Education sector (student services, admissions, libraries, reception, campus, managerial and instructors to name but a few).
- We lead national Support Staff negotiations on Pay and Conditions of Service in the National Joint Negotiating machinery and have three of the five seats on the National Bargaining negotiating table for Support Staff.
- We meet regularly with the Cabinet Secretary for Education and Life Long Learning to lobby for UNISON policies.
- We need even more members in every College to increase the number of seats we have in national negotiations and strengthen the voice of support staff. It may be a well-worn phrase but in F.E. however, **Unity is strength!**

### We are *the* lead negotiators for Support Staff

UNISON compiles and submits our annual pay claims for Support Staff and leads negotiations. We have a majority on the NJNC Support Staff Table. UNISON is engaged with employers in numerous working groups to move towards rationalisation of pay and grading and terms and conditions across the sector.

Our main negotiating objectives are to achieve a single pay and grading model based on a single job evaluation scheme, allied to a single set of terms and conditions for all staff in Further Education in Scotland. We also want to ensure that we have enough staff to run the services our students need and demand in the face of recent job cuts and mergers. We have been engaging the Scottish Government and employers on this issue and will continue to do so.

### We are *the* voice for FE support staff

UNISON speaks up for support staff to employers locally and nationally. We lobby the Cabinet Secretary, the Scottish Parliament and all MSPs. Our media profile on behalf of Further Education is high as is our influence in the sector.

Our recent report *Learning the Hard Way* was debated in parliament and reported widely in the press bringing attention to the problems faced by support staff in the sector.

### Love Further Education

UNISON is a champion for Further Education and wishes to be full partners with Employers and Governments to promote its best interests. It helps young Scots to get on in life, for workers to get qualified and to achieve a better standard of living.

For every £1 tax spent on college education, £6.30 is returned to the Scottish Economy.

## Who are the UNISON FE Sector Committee?

The UNISON Scottish F.E. Committee is made up of stewards from Colleges all over Scotland and meet on a monthly basis.

The Committee has responsibility for everything which impacts on our members within Scotland's Colleges from agreeing organising strategies, campaigning priorities, responding to Government consultations and requests from press to directing negotiations on National Bargaining.

**Chris Greenshields - Chairperson**  
Glasgow Kelvin College

**Shirley Sephton - Vice Chairperson**  
Dumfries and Galloway College

**John Gallacher - Secretary**  
UNISON Scottish Organiser for Further Education

**And members from 11 of the 12 Regions in Scotland:**  
Ayrshire College, Dundee & Angus, Edinburgh College, Fife College, City of Glasgow, Glasgow Clyde Lanarkshire, Highlands and Islands, Forth Valley College, Dumfries and Galloway College, West Lothian College West College

## Are there other reasons why you should join? Yes!

- You can earn more:** Year on year, UNISON wins pay rises for its members. Pay negotiations are conducted nationally, but all union members are consulted on annual pay rises and as a Unison member, you will be consulted too.
- You're more likely to get equal pay:** UNISON is campaigning to bring women's pay into line with men's.
- You get more and better training:** UNISON provides courses to help you learn new skills, improve existing ones and develop your career. We will fight for time off for training and development for support staff.
- If you do get injured at work, you'll get better compensation:** UNISON wins millions in legal compensation for people who are injured or become ill at work. We won over £37 million in 2004 for members and their families.
- You're less likely to be discriminated against:** UNISON campaigns for tougher laws to make it illegal to discriminate on the basis of sex, race, age, disability or sexual orientation. Black and Asian trade unionists earn 32 per cent more than non-unionised colleagues.
- You're less likely to be sacked:** Trade union members are only half as likely to be sacked as non-members.

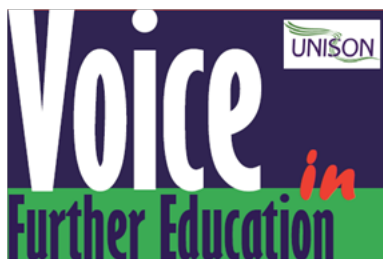
Freephone

Online

JOIN UNISON ESSENTIAL COVER

0800 171 2194

Joinunison.org



Speak to your local steward or contact us at UNISON Scotland

- UNISON House, 14 West Campbell Street, Glasgow G2 6RX. 0800 0 857 857
- Douglas House, 60 Belford Road, Edinburgh EH4 3UQ. 0800 0 857 857
- Grampian Area Resource Centre, 7 Alford Place, Aberdeen AB1 1YD. 01224 620624
- UNISON House, 53 Shore Street, Inverness IV1 1NF. 01463 715891

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