

**SCOTTISH GOVERNMENT SLASHES ANOTHER £16m FROM COUNCIL**

# Cuts on top of cuts

**F**ollowing the recent announcement by the Scottish Government on the financial settlement to local authorities, Edinburgh has to find an additional £16 million in cuts, leaving a shortfall for 2016/17 of £10.7 million (to be confirmed).

The chief executive had suggested that one way of achieving this shortfall would be to stop your annual increments.

UNISON, who lobbied hard against this, is



**‘Dickensian’ bid to stop increments would have hit low paid women and created further inequality.**

Tom Connolly  
Staff Side Secretary

pleased to see this attack on your pay, which has already fallen in real terms by around 15% since 2007, has been rejected.

“This Dickensian move would have mainly affected

staff in areas such as cleaning and social care, hitting predominately low paid women and creating further inequality across the board”, warned Tom Connolly, Staff Side Secretary.

## Ensuring bosses stick to procedures

People leading the transformation programme appear to be confused about the need to agree

assignment protocols with the trade unions and there appears to be a lack of reference to council policy and procedures applicable to organisational reviews and redundancy.

Staff currently subject to reviews and who have expressed an interest in VERA or VR, are being refused but asked to complete personal profiles for jobs where they are a direct match. This is unacceptable.

“UNISON will continue to challenge the cuts to public services and will ensure all our members are supported”, said branch secretary Amanda Kerr.



**UNISON will ensure all our members are supported’**  
Amanda Kerr

## Council must work harder to avoid compulsory redundancies

**C**ouncillors instructed senior management to vigorously pursue voluntary redundancy and VERA to avoid compulsory redundancies.

As yet there appears to have been no additional attempt to find alternative posts for those already on the redeployment pool or a plan for those who are facing that prospect in the next few weeks.

Staff are being asked to make life changing decisions on either accepting voluntary redundancy or risk going for a post without any knowledge of what

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Gerry Stovin, service conditions officer



options are available.

Without an option of redeployment then we are already in a compulsory redundancy situation.

What is needed is a comprehensive effort to find and create vacancies through ‘bumped redundancies’.

This is where the several hundred staff who have been refused VERA, could be allowed to go if someone on the redeployment pool can do their job.

Gerry Stovin, service conditions officer explained: “We will not allow compulsory redundancies to become reality this year through lack of action.”

**YOUR UNION NEEDS YOU**  
**Lobby of Council on 21 Jan**  
There will be a further acceleration of transformation and deeper cuts to come. Come and lobby the Council on 21 January at 8.45 where the next round of cuts will be debated.