

# UNISON City of Edinburgh

Local Government & Related Sectors Branch

## Annual General Meeting 2011

Wednesday 16 February 2011, 6pm

Queens Hall, Clerk Street, Edinburgh.

### AGM Agenda and Annual Report

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# AGM Calling Notice

To All Members  
*Dear Colleague,*

All members are urged to attend the Annual General Meeting of the branch on **Wednesday 16 February 2011 at 6pm in the Queens Hall, Clerk Street, Edinburgh**. Members can only be admitted to the meeting on production of their current membership card or pay slip showing UNISON deductions and if their name appears on the branch list.

The quorum for a branch meeting is 200. The Chairperson will take a count at 6pm prompt and if the quorum is not met, the meeting cannot proceed. **The meeting will conclude at 8pm at the latest** so that members using the creche or making care arrangements can plan as necessary.

## AGENDA

The agenda on the following pages includes nominations, motions and rule changes received by the closing date in the preliminary notice. Any amendments will be posted on the website and circulated at the meeting.

## AMENDMENTS

Any two members can propose amendments to motions. These must be in writing, signed by the proposer and seconder and arrive at the Branch Office **Noon, Wednesday 9 February 2011. Questions on the Annual Report and Financial Statement** must be received by **noon on Friday 11 February** to ensure the information is available for a response.

## CRECHE/ CARERS ALLOWANCE

Members intending to use the creche should inform the branch office by **Noon on Tuesday 8 February**. For safety reasons, the creche cannot be made available to members who have not contacted the office. Carers allowance must be arranged in advance with the branch office.

## ACCESS/ SIGNER

There will be a signer at the meeting. The building has wheelchair access. If any member has any special requirements, please contact the branch office as soon as possible so that efforts can be made to provide them.

A good attendance at the Annual General Meeting is essential to the running of the branch. Please make every effort to attend to set your policies and to ensure that the branch can elect its officers and have its structures in place to meet this year's challenges.

*Yours sincerely*

Agnes Petkevicius  
**Branch Secretary**



# AGM 2011

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| <p>1. Opening Remarks/ Introductions</p> <p>2. Appointment of Scrutineers</p> <p>3. Standing Orders</p> <p>4. Minutes of Branch Meetings 2010<br/><i>Annual General Meeting 10 Feb (p18)</i><br/><i>Emergency General Meeting 9 June</i></p> <p>5. Annual Report 2009 (P 9-17)<br/><i>Questions on the Annual Report should be submitted to the Branch Office by <u>noon on Friday 11 February.</u></i></p> <p>6. Financial Statement<br/><i>To be circulated at the AGM.</i></p> | <p>7. Election of Branch Officers<br/><i>See below. Voting will be by secret ballot at the meeting.</i></p> <p>8. Presentations and Question and Answer Session<br/><i>- Cuts: There is an alternative</i><br/><i>- Campaigning with the community</i><br/><i>- Privatisation</i><br/><i>- Modernising Pay Appeals</i></p> <p>9. Rule Changes See Page 4</p> <p>10. Policy Motions See pages 4-8</p> |
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## Agenda Item 7 Election of Branch Officers

NOTE: \* Ballot Papers will be issued at the AGM for contested posts. Biographical details of candidates will be on the website and available from the branch office from a week before the AGM and circulated on the night. Where no nominations were received for any post, they will be sought via the Branch Committee.

| <b>Post</b>  | <b>Candidate</b>  | <b>Nominated by</b>   |
|--|---|---|
| <b>Branch President</b>  | John Stevenson<br>(Children & Families)   | <i>Services for Communities Shop Stewards Committee; Karen MacLean and Donna Melrose (Children &amp; Families)</i>  |
| <b>Branch Chairperson</b>  | Duncan Smith<br>(Services for Communities)  | <i>Services for Communities Shop Stewards Committee; Karen MacLean and Donna Melrose (Children &amp; Families); Health &amp; Social Care Shop Stewards Committee.</i>                     |
| <b>Vice Chairperson (2)</b><br><i>One of whom must be a woman.</i> | 1. Matthew Crighton<br>(Associated Bodies)<br><br>2. No nomination                  | <i>Services for Communities Shop Stewards Committee</i>   |
| <b>Branch Secretary</b>  | Agnes Petkevicius<br>(Children & Families)  | <i>Services for Communities Shop Stewards Committee; Alex Gallacher and Gem Hogan (Children &amp; Families Shop Stewards Committee); Health &amp; Social Care Shop Stewards Committee</i> |
| <b>Branch Assistant Secretary</b>                                  | Kirsten Hey<br>(Health & Social Care)   | <i>John Stevenson (Children &amp; Families) and John Ross (Services for Communities); Health &amp; Social Care Shop Stewards Committee</i>  |
| <b>Branch Treasurer</b>  | John Stevenson (Ch & Fam) and John Ross (Services for Communities) <i>Job Share</i> | <i>Mike McCrossan (Services for Communities) and Elaine Wishart (Corporate Services)</i>  |
| <b>Service Conditions Co-ordinator</b>                             | Kevin Duguid<br>(Finance)   | <i>Services for Communities Shop Stewards Committee; Evelyn Hanlon and Alex Gallacher (Children &amp; Families; Health &amp; Social Care Shop Stewards Committee</i>                      |
| <b>Service Conditions Convener</b>                                 | John Ross<br>(Services for Communities)   | <i>Corporate Services Shop Stewards Committee: Karen Maclean and Donna Melrose (Children &amp; Families)</i>  |
| <b>Service Conditions Convener (Craft)</b>                         | Walter Weir<br>(Services for Communities)   | <i>Services for Communities Shop Stewards Committee: Health &amp; Social Care Shop Stewards Committee</i>   |

**Service Conditions Officers (5)** *\*three of whom must be women - ELECTION REQUIRED*

|  |  |
|--|--|
| Tom Connolly<br>(Children & Families)      | <i>Karen Maclean and Alex Gallacher (Children &amp; Families); Health &amp; Social Care Shop Stewards Committee</i>  |
| Gem Hogan<br>(Children & Families)         | <i>Evelyn Hanlon and Alex Gallacher (Children &amp; Families)</i>  |
| Tam McKirdy<br>(Services for Communities)  | <i>Services for Communities Shop Stewards Committee ; Health &amp; Social Care Shop Stewards Committee</i>   |
| Agnes Pekevicius<br>(Children & Families)  | <i>Health &amp; Social Care Shop Stewards Committee; Karen Maclean and Donna Melrose (Children &amp; Families)</i>   |
| Jim Quinn<br>(Corporate Services)          | <i>Corporate Services Shop Stewards Committee; Stewart McGregor and Ross Fulton (Corporate Services)</i>   |
| Irene Stout<br>(Services for Communities)  | <i>Jane Douglas and Catherine Clee (Services for Communities); Mike McCrossan and Robert Thomson (Services for Communities); Walter Weir and John Ross (Services for Communities); Mike Durnan and Sheila McLuckie (Corporate Services Shop Stewards Cttee)</i>  |
| Elaine Wishart<br>(Corporate Services)     | <i>Corporate Services Shop Stewards Committee</i>  |
| <b>Health &amp; Safety Officer</b>         | Dave McConnell<br>(Finance)<br><i>Services for Communities Shop Stewards Committee; Health &amp; Social Care Shop Stewards Committee; Tom Muir and Hugh Menzies (Finance); Karen MacLean and Donna Melrose (Children &amp; Families)</i>   |
| <b>Recruitment/<br/>Membership Officer</b> | Irene Heggie<br>(Corporate Services)<br><i>John Ross and Walter Weir (Services for Communities)</i>  |
| <b>Equalities Officer</b>                  | Irene Stout<br>(Services for Communities)<br><i>Mike McCrossan and Robert Thomson (Services for Communities); Michael Durnan and Sheila McLuckie (Corporate Services); Walter Weir and John Ross (Services for Communities); Jane Douglas, Catherine Clee and Tam McKirdy (Services for Communities)</i> |
| <b>Education Officer</b>                   | Luke Henderson<br>(Services for Communities)<br><i>Services for Communities Shop Stewards Committee; Health &amp; Social Care Shop Stewards Committee; Anne Reilly and Robert Moore (Services for Communities)</i>   |
| <b>Lifelong Learning Officer</b>           | No Nomination  |
| <b>Communications Officer</b>              | John Stevenson<br>(Children & Families)<br><i>Services for Communities Shop Stewards Committee; Health &amp; Social Care Shop Stewards Committee; Karen MacLean and Donna Melrose (Children &amp; Families)</i>  |
| <b>Welfare Officer</b>                     | Mike Smith (Finance)<br><i>Tom Muir and Hugh Menzies (Finance)</i>   |
| <b>International Officer</b>               | Matthew Crighton<br>(Associated Bodies)<br><i>Karen MacLean and Donna Melrose (Ch &amp; Fam); Health &amp; Social Care Shop Stewards Committee; John Ross (Ser for Communities) and Elaine Wishart (Corporate Services)</i>  |
| <b>Young Members Officer</b>               | Gem Hogan<br>(Children & Families)<br><i>Services for Communities Shop; Evelyn Hanlon and Alex Gallacher (Children &amp; Families); Health &amp; Social Care Shop Stewards Committee</i>   |
| <b>Auditors (2)</b>                        | S Mullen (Finance)<br><i>John Ross (Services for Communities) and Elaine Wishart (Corporate Services)</i><br>A Bennett (Finance)<br><i>John Ross (Services for Communities) and Elaine Wishart (Corporate Services)</i>  |

## Brief Guide to Meetings (See full standing orders at [www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk))

We hope you enjoy the AGM and that you will feel able to take part in setting our branch's policies at this very important time.

Meetings can seem quite formal but with so many people there, it is important to have rules to:-

- ensure a well ordered meeting.
- make sure as many people as possible have their say without the meeting being abused.

**The Chair** is there to keep order and make sure that things are run within *your* rules.

**Motions:** Motions create policy that mandates the Branch. They are introduced by the

mover named on the agenda. The seconder can then speak after or later in the debate.

**Amendments:** Can add, change or delete bits of motions but they cannot merely contradict a motion.

**Speaking:** The mover of a motion gets up to 7 minutes to speak and other speakers get 3. Then any member can speak and should start by giving their name and department. They must keep to the issue and can speak only once.

**How do I get to speak?:** Just come forward. The Chairperson decides the order of speakers, usually alternating for and against.

**Right of Reply:** The mover

gets another chance at the end but new material cannot be raised.

**Voting:** Normally voting is by show of hands but elections for branch officers will be by ballot. The Chair will rule on whether a motion is carried or not. If in doubt he/she will call for a count.

**Ending a debate:** Normally a debate goes on until everyone who wants to speak has spoken. But, after five speakers, anyone who has not spoken in the debate can move that "*The Question Be Put*". The meeting will immediately vote on this and, if carried, we go straight to the right of reply and the vote.

## 9. Rule Changes

### 1. Health and Safety

*Proposed by Dave McConnell (Finance), Derek Kerr (Children & Families)*

#### Rule D. 6. Health & Safety Sub Committee

Delete paragraph 1 (a) and replace with

" a) The Branch Chairperson, the Branch Health and Safety Officer, the Branch Education Officer and one member elected by the Branch Committee."

Delete paragraph 2 and replace with

"2. The Sub-Committee shall invite all Branch Safety Reps to attend the meetings but only

members of the Sub Committee shall have voting rights."

*Existing Rule*

1. *The Sub Committee shall consist of;*

a) *The Branch Chairperson, the Branch Secretary and the Branch Officer(s) whose remit is directly relevant to the responsibility of the Committee.*

2. *The Sub-Committee shall have powers to co-opt additional members where it would be of assistance in progressing a specific matter. Co-optees shall have no voting rights.*

## 10. Policy Motions

In line with practice since the inauguration of the branch, motions have been prioritised under the following headings. In addition, they are prioritised on whether they are urgent, instruct the branch to act on an issue within its remit, and need a branch meeting decision. Where there is no clear priority, they are in the order in which they were received.

- Council Budget, Cuts, Redundancies (local action)
- Service Conditions Issues (issues like pay and conditions)
- Health & Safety
- Pensions and Superannuation

- UNISON Services and Structure
- Policy and Campaigning
- Economic Policy
- International
- Miscellaneous

Any motions not dealt with will be remitted to the Branch Committee.

#### EMERGENCY MOTIONS

Must be urgent, unable to be submitted within the timescales and relevant. They require a two-thirds majority to be heard. ***Because of rapidly changing developments re the Budget etc, negotiators will wish to submit emergencies on these.***

## Council Budget, Cuts, Redundancies (local action)

### 1. Organising to meet the challenge

*Proposed by Branch Committee*

1. This AGM Notes:
  - 1.1 The Council has approved a range of 'budget savings' amounting to around £90million over three years on top of substantial cuts already made in the last two years.
  - 1.2. Job loss estimates already stand at over 1,000 in the Council, associated bodies and the community and voluntary sector with more to come as the real effects of the cuts begin to bite.
  - 1.3. All jobs in the public sector are critical to delivering services, be they 'back office' or front line. The consequences of these cuts are that whole services are likely to disappear.
  - 1.4. The cuts are ideologically and politically motivated and not based on financial need.
  - 1.5. The economists who predicted the 'crash' are of one voice in saying that cuts of this speed and magnitude are not only unnecessary but will throw the economy into even more crisis.
2. This Committee Believes:
  - 2.1. That a Branch wide strategy is necessary to co-ordinate a fight against these cuts.
  - 2.2. That the union needs to engage members to rally a fight from the ground up!
  - 2.3. That the lack of consultation with staff shows disregard by this Council to its employees.
  - 2.4. That the cuts will decimate the workforce and key skills will be lost.
  - 2.5. That the long term impact of the cuts for the residents of Edinburgh has not been fully considered and steps to ensure consultation with members of the public are farcical.
3. This Branch Resolves:
  - 3.1. To organise All Stewards Meetings to ensure continuing briefing of stewards and promote organising and information sharing.
  - 3.2. To organise workplace meetings to engage existing members and recruit new members.
  - 3.3. To continue to develop and promote a public campaign against the cuts in Edinburgh which should include strategies like adverts in newspapers, on buses and other ways of reaching the public.
  - 3.4. To continue to forge links with other unions, community groups and the public to build a united campaign.
  - 3.5. That the branch should prioritise branch learning and organisation to ensure we have the systems and stewards to address the wider campaigns for jobs and services as well as individual representation.

### 2. Organising for public services

*Proposed by John Stevenson (Children and Families), John Ross (Services for Communities)*

This AGM deplores the Westminster Government's attacks on public services as a means of dealing with the deficit. It believes that cutting public services is unnecessary and runs the risk of further damaging the economy and creating a "double dip" recession.

This branch notes that:-

- a) Our economy depends on a healthy public sector and the private sector depends on public sector contracts. Throwing more and more people out of work will only make matters worse.
- b) For every job lost in the public sector, one goes in the private sector. Public service workers spent around 70p of every pound they earn in the local economy. Cuts in public services affect the whole economy.
- c) The Institute for Fiscal Studies warns that these cuts will hit the poor far more than the rich and will increase inequality in the UK.
- d) The cuts are opposed by expert economists who predicted the crash and are driven by right wing ideology rather than concern for dealing with the financial crisis created by the banks.

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This branch welcomes UNISON's campaigning against the cuts at Scottish and UK level under the million voices and public works banners.

This AGM believes that there are better ways to deal with the financial crisis - ways which will ensure that the rich and the banks all play their part in the recovery. For example:-

- e) Dealing with tax avoidance amongst the very wealthy would raise £33 billion and a one off 20% tax on the richest 10% would raise £800 billion. A 0.05% tax on banks for all transactions not involving members of the public would raise £30 billion.
- f) Using these measures and maintaining and increasing employment in both the public and the private sector will lead to higher tax receipts and to economic growth, which will, in turn do much to deal with the deficit.

#### **This AGM calls on the branch to**

1. Recognise that organising, lobbying and campaigning are all a major part of this campaign but we must also be willing to combine that with industrial action if and

when needed. All attempts possible should be made to ensure that action is co-ordinated across trade unions locally and nationally to ensure the biggest impact.

2. re-state its policy of seeking a ballot on action in the event of any compulsory redundancy.
3. continue the work to get the key messages out to members and the public that the cuts are unfair, unnecessary and will damage the economy
4. continue to build alliances locally with other branches, trade unions and community groups to oppose the cuts.
5. lobby politicians about the impact of the cuts and for their support to oppose cuts to public services.
6. put forward a motion to UNISON's Delegate Conference calling for UNISON to continue its high profile campaign against public service cuts and to seek co-ordinated action.
7. build support amongst members for the national march and rally on 26 March.

## 3. Stop The Cuts

*Proposed by Services for Communities Stewards Committee*

This Union Branch Notes

1. The rising UK deficit reflected the collapse in tax revenues and rising cost of unemployment benefits during the recession. It was not caused by excessive public spending as the Conservative -LibDem government claim.
2. The breadth and depth of the cuts are unprecedented since the birth of the modern Welfare State and will devastate public services for many years to come. Furthermore one of the main effects of these cuts will be to increase the pressure to outsource and privatise.
3. The breadth of the cuts affects the whole of society often hitting the poorest and vulnerable the hardest. All branches of public services including Local Authorities, Higher Education, Voluntary and Community Sector, the NHS, the civil service face cuts, as will students, people on benefits, and tenants in private and local authority accommodation, etc.

4. For every job lost in the public sector there will be a job lost on the private sector.
5. The success of the STUC demonstration in Edinburgh in October shows that people respond and feel empowered when they see the unions acting together.
6. The call from the TUC conference for a national demonstration against the cuts in March 2011.
7. In France and Greece the attempt by governments to shift the blame from the bankers to working people have met with General strikes organised by trade unions.

This Union Branch Believes

8. These cuts are politically motivated rather than driven by economic necessity and threaten a weak economic recovery which may prolong the recession. The STUC's 'There is a Better Way' campaign shows there is an alternative.
9. The coalition government is attempting to

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overcome union resistance. We must learn the lessons from history and seek united action against the present government where possible.

10. As the cuts threaten jobs, pay, and pensions of workers across the whole economy we need a unified and powerful response. The kind of action that fits this is a General Strike which brings together workers in both the public and private sectors.

11. This kind of united national action

undercuts attempts by the far right parties to use the economic crisis to scapegoat ethnic minorities.

This Union Branch Resolves

12. To organise for the biggest turnout possible for the national demonstration in March 2011.

13. To call on the TUC to coordinate a 24 hour General Strike against cuts and attacks on wages and pensions.

14. To take this motion to Unison Scottish Council.

## 4. Scottish Government To Cut Funds For Tackling Unemployment And Poverty In Edinburgh

*Proposed by Branch Committee*

This meeting deplores the news (29 Dec 2010) that the Scottish Government will withdraw £2.2 m funding for tackling unemployment and poverty from the Edinburgh Partnership, over and above the overall cuts to the funding given to City of Edinburgh Council - although historically paid through Edinburgh's unique partnership structures, this is funding which in other cities has been included in their overall Fairer Scotland Fund allocation.

As a result, highly-acclaimed local programmes for the long-term unemployed, for areas most affected by worklessness and for the most disadvantaged groups are under threat; and staff at Capital City Partnership

have been told that at least some and potentially all of the staff team face redundancy if a solution is not found.

The meeting calls on Alex Neil, Minister for Housing and Local Government, to reinstate this funding allocation.

It calls on the City of Edinburgh Council to protect the share of budgets going to anti-poverty and regeneration programmes, whether or not the minister reinstates the funding.

It calls on politicians of all parties to support this position and on all political parties to commit to reinstating or continuing this level of funding if they are in government following the May elections.

## Pensions and Superannuation

### 5. Our Pension Fund

*Proposed by Matthew Crighton (Associated Bodies), Kevin Duguid (Finance)*

This meeting notes with concern the attempts by the Government to cut our pension rights and the misinformed attacks on public sector pensions in the media. In particular we condemn the unilateral decision of the government to shift the basis on which pensions are uprated from the Retail Price Index to the Consumer Price Index which it has been calculated will ultimately result in a reduction of around 15% in pension payments. Local Government pension funds constitute members' deferred pay and we call for

arrangements to give workforce representation, via trade unions, on the bodies which govern them in order to be able to safeguard members' interests.

Specifically we call on the Lothian Pension Fund to adopt this principle of its own volition, that is, to make available two additional voting places on the Pension and Trusts Committee to workforce representatives to be nominated by the trade union representatives on the LPF Consultative Committee.

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We also call on the government to bring forward legislation to implement the EU directive.

As regards consultation on the future of the LGPS, we note with concern that the submission of the LPF to the Hutton Commission advocates a change from a final salary scheme to a career average scheme. It also suggests that membership of the scheme should be compulsory. Union representatives on the LPF Consultative Committee were given less than two working days' notice of this, which does not constitute sufficient opportunity for consultation with LPF beneficiaries. We call on the LPF to withdraw

its support for a career average scheme.

We support the efforts of LGPS funds to use their investment power to encourage good corporate governance and to check on social and environmental issues but we believe this does not go far enough. Our funds should avoid investments which directly threaten public services (e.g. companies which promote privatisation), violate basic trade union and workforce rights (as defined by the ILO) or undermine efforts to protect our climate and environment (e.g. investment in dirty tar sand or deepwater oil extraction). We call on the LPF to bring forward reports on its current exposure to these risks and how to minimise it.

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## Policy and Campaigning

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### 6. Supporting the Social Care Workforce

*Proposed by John Stevenson (Children and Families), John Ross (Services for Communities)*

This AGM congratulates all staff who continued to provide essential services for the public during the heavy snow.

In particular it recognises the efforts put in by Social Care staff, many of whom walked for miles in the snow, ended up working long hours while only getting paid for core work and were penalised for being late after having struggled through the snow to get to work.

It believes this has thrown into sharp relief many of the issues facing the Social Care workforce across the country.

These include:-

1. Cuts and privatisation, reducing standards of care and reducing pay and conditions.
2. Unsafe lone working
3. A 'market' approach to care that puts cost before need
4. Increasing demands without an increase in resources.
5. The 'Personalisation' agenda that, rather than offering service users independence, disguises cuts and affects the ability to strategically plan services in the public sector.
5. Increasing regulation in children's services (for example new Scottish Government Child Protection Procedures) with no additional resources.

This Branch welcomes:-

6. The work done by UNISON Scotland's Social Work Issues Group (SWIG) to highlight social care issues. In particular:-
  - a) its Manifesto for Social Work
  - b) its negotiating guide on Supervision and Workload Management
  - c) its forthcoming guide on Keeping Safe at Work.
7. SWIG's attempts to pull together home care and social care staff at a Scottish level to share information and experiences and build an organisational base that recruits members and activists.
8. Its recognition that members need professional as well as service conditions support from their union.

This Branch therefore resolves to

9. continue to play an active part in the Social Work issues Group
10. continue to campaign actively on a local basis against social care cuts
11. provide the necessary resources to assist organising and recruitment among social care staff.

## Organising to meet the challenge: The time unions were born for

This is our time - unions were born in struggle and now we face difficult times, we must raise our game, said general secretary Dave Prentis after the election.

He must have had at least one eye on Edinburgh because the Branch has had to pull together like never before to face some of the biggest challenges we have ever seen.

### “Our City’s Not For Sale”

This has been the major Branch campaign, exposing wasteful, risky and flawed privatisation plans in Edinburgh.

A huge piece of work for lay activists and full time officers but one that has begun to get the public and politicians asking questions as the Chair, Secretary and Service Conditions Co-ordinator will report in this booklet.

### Modernising Pay

If that wasn’t enough to keep our negotiators busy, they’ve had to organise around the host of Modernising Pay appeals being lodged.

No-one would say Modernising Pay has brought equality and fairness but you should have seen how much worse the plans were before the detailed and painstaking work of Branch negotiators.

It has been enormous work for them and the improvements they did achieve need to be recognised.

Amidst all the bad news, we

don’t shout often enough about the union’s achievements.

### Organising to protect jobs and services

With at least £90 million in cuts and whole services facing the chop, the Branch has had to get back to the basics of organising and campaigning.

## “Amidst all the bad news, we don’t shout often enough about the union’s achievements”

The biggest problem we face is that many people still believe the cuts are inevitable. They know its not fair having to pay for the greed of the bankers but they can’t see any alternative.

That’s why the Branch ran briefing sessions for stewards, giving them the ammunition of information from economists that show that cuts like this are not only not necessary, they risk making the economy even worse - and there is an alternative (see the website for a host of information on this).

The cuts are political, not financial, and if we are going to save our treasured services, our NHS and the welfare state our parents and grandparents fought for, we need to get that message across.

In the hiatus after the election,

**John Stevenson**  
Branch President



UNISON was almost a lonely voice making those arguments but now we see a broader debate emerging.

“We’ve got the argument. We’ve got the alternatives. We’ve got the vision. What we need to do is get out there and organise for it”, said Dave Prentis last September in Glasgow.

That’s what we’ve been trying to do at local and Scottish level, taking part in major events and linking into a broad Edinburgh anti-cuts alliance.

But the real work happens in the workplace.

We need activists, equipped with the information, making the arguments among personal networks and in the workplace face to face.

The nuts and bolts of representing members is essential but it will be all the more successful if it is backed by real organisation.

And that starts with recruiting stewards and getting members to join together to build their own strength.

We use all the modern methods at our disposal - the web, facebook and twitter - but they are only tools at the end of the day.

Basic organisation is where it starts and that has to be the Branch’s main priority.

## Branch Officers and Staff 2010/2011

*President:* John Stevenson  
*Chair:* Duncan Smith  
*V/Chair:* Matthew Crighton  
*Secretary:* Agnes Petkevicius  
*Asst Secretary:* Kirsten Hey  
*Treasurer:* Mike McCrossan/  
John Stevenson  
*Equalities:* Irene Stout  
*Health & Safety:* Dave  
McConnell  
*Service Conditions*  
*Co-ordinator:* Kevin Duguid

*Convener:* John Ross  
*Convener (Craft):*  
Walter Weir  
*Service Conditions Officers:*  
Tom Connolly, Irene Stout  
Jim Quinn/Tam McKirdy,  
Agnes Petkevicius, Elaine  
Wishart.  
*Communications:*  
John Stevenson  
*Recruitment/Membership*  
Irene Heggie

*Welfare Officer:*  
Mike Smith  
*International:*  
Matthew Crighton  
*Education*  
Luke Henderson  
*Lifelong Learning:*  
John Ross  
*Young Members*  
Gem Hogan  
*Auditors:* A Bennett,  
S Mullen

### Branch Support Staff



Left to right Monica Niven (Branch Support Officer), Eileen Thomson, Julieanne Finlay, Nicola Lee.

## Twin challenges of budget cuts and threat of privatisation

The long running saga of Single Status/Modernising Pay is entering a new phase as members find themselves having to appeal against grades imposed last October.

As predicted this process has produced 'winners and losers' with results which leave considerable inequalities in place.

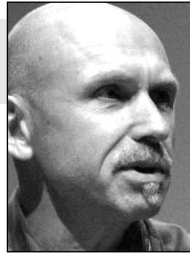
Two main challenges for 2011 are budget cuts and the threat of privatisation. Although cuts have been achieved without compulsory redundancies so far the threat is very real.

Even if we avoid them this year the deletion of vacant posts and voluntary release means extra pressure and stress on those staff left to plug the gaps.

I am also concerned that management will increasingly use departmental reviews to cut wages. Under the revised procedure for the conduct of reviews the safeguard of pay protection following downgrading of posts has been withdrawn.

There are numerous reviews and mini-reviews underway across the departments and members will have to work closely with stewards to monitor these.

Budget cuts not only threaten



**Duncan Smith**  
Branch Chairperson

our jobs but services that the people of Edinburgh rely on every day

and we have to get the message out to users of services too.

The Council's Alternative Business Models programme seeks to transfer key services affecting more than 3,000 staff to large companies where the bottom line is profit not the welfare of Edinburgh's citizens. In response the Branch launched the 'Our City's not for Sale' campaign.

We have been petitioning using street stalls last year and have been well received. Most people believe privatisation leads to poorer services and want them to remain public. We also spoke up at the Council's budget consultation meetings across the city challenging the view that cuts are unavoidable.

We have also checked the real record of those local authority/ private company partnerships in England which the Council used as benchmarks and found their performance to be greatly exaggerated.

UNISON has researched the background of the companies competing for contracts and discovered some have failed to disclose dangerous health and safety practices and some have been fined millions as price fixing scams have been exposed.

Unfortunately, despite this evidence the administration has not yet changed course so the fight continues.

The highlight of the year for me was the magnificent Edinburgh demonstration called by the STUC in October to protest about the Tory-Lib Dem coalition's cuts in public spending. More than 20,000 people turned up and everyone there got a glimpse of the potential power of unions and communities uniting together.

While the bankers pocket £7 billion in bonuses we are expected to pay for the mess they caused and hundreds of thousands of workers across Britain face the sack. This is not acceptable. The British TUC has called a demonstration for March 26th in London and I hope UNISON will help make this a success too.

## Branch Committee Attendances - January to December 2010

| Name                   | POSS | ACT | Associated Bodies (2)               | Edinburgh Leisure (3)                | Services for Communities (8)     |
|------------------------|------|-----|-------------------------------------|--------------------------------------|----------------------------------|
| <b>Branch Officers</b> |      |     | No delegates appointed              | No delegates appointed               |                                  |
| John Stevenson         | 11   | 10  |                                     |                                      | Rory Gardner 11 0                |
| Duncan Smith           | 11   | 9   | <b>Chief Officers (1)</b>           | <b>Finance (3)</b>                   | Paul Clarke 11 11                |
| Matthew Crighton       | 11   | 10  | No delegates appointed              | Hugh Menzies 11 7                    | Amanda Kerr 11 8                 |
| Agnes Petkevicius      | 11   | 8   |                                     | (2 vacant seats)                     | Shauna Clarke 11 2               |
| Luke Henderson         | 11   | 7   | <b>Children &amp; Families (13)</b> | <b>Further Education (3)</b>         | Caroline MacLean 11 5            |
| Mike McCrossan         | 11   | 0   | Alex Gallacher 11 10                | No delegates appointed               | David Harrold 11 7               |
| Kevin Duguid           | 11   | 9   | Karen MacLean 11 5                  |                                      | (1 vacant seat)                  |
| John Ross              | 11   | 8   | Evelyn Hanlon 11 10                 | <b>Health &amp; Social Care (12)</b> | <b>Valuation Joint Board (2)</b> |
| Walter Weir            | 11   | 6   | Carol Griffin 11 5                  | Martin Robb 11 1                     | No delegates appointed           |
| Tam McKirdy            | 11   | 11  | Derek Kerr 11 4                     | Mary McCrea 11 11                    | <b>Voluntary Sector (5)</b>      |
| Elaine Wishart         | 11   | 8   | (8 vacant seats)                    | Pauline Lowe 11 1                    | No delegates appointed           |
| Irene Stout            | 11   | 6   | <b>City Development (4)</b>         | Marlyn Tweedie 11 11                 | <b>Self Organised Groups (9)</b> |
| Tom Connolly           | 11   | 6   | Alex Paterson 11 0                  | Sasha Cunningham 11 6                | No delegates appointed           |
| Jim Quinn              | 11   | 10  | (3 vacant seats)                    | Alison Hall 11 0                     |                                  |
| Dave McConnell         | 11   | 9   | <b>Corporate Services (4)</b>       | Rene McWilliam 11 7                  | <b>Retired Members (1)</b>       |
| Irene Heggie           | 11   | 9   | Mike Durnan 11 5                    | Rosalind Butler 11 6                 | No delegate appointed            |
| Mike Smith             | 11   | 2   | (3 vacant seats)                    |                                      |                                  |
| Gem Hogan              | 11   | 6   |                                     |                                      |                                  |
| Kirsten Hey            | 11   | 7   |                                     |                                      |                                  |

## UNISON shows 'there is a better way' than public service cuts

There's no doubt that 2010 has been an extremely difficult year (with more to follow) in relation to ongoing budget cuts which have been exacerbated by the new coalition government and its undisguised ideological attacks on the public sector.

That along with the Catch 22 "gun to your head" scenario as outlined by the Scottish Government's budget proposals has only served to compound what is an already difficult situation.

The combination of both of these will see thousands of people losing their jobs and the invaluable services that they deliver will disappear.

### There is a Better Way

'There is a better way' says the STUC, 'There is an alternative' says UNISON and to get the campaign going UNISON organised a Strategy Conference 'A better way for public services' in Glasgow last September.

This was followed by a special Branch Committee meeting on 6 September 2010 to organise responses to the huge cuts facing public services, privatisation and loss of jobs and conditions.

Since then we have had 'There is a better way' demonstration organised by the STUC in October 2010, which was very well attended and fully supported by UNISON and a number of other Trade Unions.

The campaign continues - we need to protect the vital public services and jobs that our members have fought so hard for.

### PAY - Anger on pay but members decide to defend services first

Pay is another major issue that we will have to deal with in the coming year, given the imposition of 0.65% for 2010/11 with a pay freeze being imposed

for the following two years.

Members in local government are angry about pay and worried that the imposed pay cut will hit the low paid the hardest.

However, the feedback from members is that their priority at this time is to protect and defend

**"We need to protect the vital public services and jobs that our members have fought so hard for"**

vital public services as councils up and down the country slash budgets, jobs and services.

Given the rise in inflation, increase in VAT, increased fuel costs which will impact on the price of goods and further consultation with our members,

UNISON is consulting on entering into discussions with all trade unions (now that CoSLA are of the view that for the next two years pay is frozen for SJC and Craft Councils, with a similar freeze likely being applied to teachers) to try and agree key objectives of a broad pay strategy to take forward in 2011 - 2013.

### PENSIONS

Although changes have recently been made to the Local Government Pension Scheme, further changes are being looked at. The Coalition Government is about to change to the indexing of pensions from the RPI (Retail Price Index) to the CPI (Consumer Price Index)

The effect of the change is likely to result to a cut in pension benefits because the CPI is historically lower than the RPI. - approximately 0.8% per annum less. The Hutton review calculated that this change could cut pension benefits by at least 15%.

This change will impact on future pensions, but also retired

**Agnes Petkevicius**  
Branch Secretary

members in receipt of public service pensions.

This is the first time in recent years that a pension

reform has cut benefits for those who had already completed their pension contributions.

If this was a commercial contract you could sue the provider for breach of contract!



### Wider union

The Branch has been actively involved both at a Scottish Level (via Scottish Council and Local Government Conferences) and at National Conference.

This year we set key national policies on subscriptions, recruiting and organising, better support for activists, domestic violence, privatisation and supporting the social care workforce.

We have a number of officers who have been elected to various committees: John Stevenson - Scottish Committee, and Communications and Campaigns Committee, John Ross - Local Government Committee and Matthew Crighton - International Committee. Gem Hogan, Young Members Officer, has also been involved in a number of events organised by the Young Members Committee.

### Branch Office

Throughout the year the branch office staff, Support Officer Monica Niven and Support Assistants, Nicola Lee, Eileen Thomson and Julie Finlay have worked hard dealing with the day to day business of the office but also with all the additional work generated by the issues we have had to deal with as a branch.

*continued on page 12*

*continued from page 11*

Many thanks for all their hard work and thanks to Julie and Eileen who are both celebrating 25 years with the Branch.

Déjà vu - we are still actively looking for new branch premises and just missed a new office recently. It would have been a great improvement but there were still access issues. The search goes on!

I will reiterate my message of last year re cooperation and team work being essential to the

smooth and effective running of any organisation and that applies to the branch as well. 2011 will be a year where we really need to as a branch work together to ensure that we do our best for members and the public services that we deliver.

Thank you to all the stewards and officers who have worked hard over the last year and a particular thank you to those who have stepped down or retired.

**Irene Heggie** retired from one job but stayed in another and still

soldiers on as Recruitment and Membership Officer.

A special mention has to be made of **Mike McCrossan** who is standing down as Treasurer this year after over 20 years doing the job for the old Edinburgh District NALGO Branch and the new UNISON Branch since its inception.

He has given tremendous service to the union and will be a hard act to follow.



## Health and Safety

### Building a joint union approach to health and safety

I had hoped that our Health and Safety Strategy would have been further forward by now however a dispute over facility time lasting around seven months has meant much wasted time.

#### Recruitment

Currently we have 26 Safety Reps within CEC in the Branch to cover 620 workplaces. The position in the other workplaces is no better. Insufficient Safety Representatives make members less safe at work.

UNISON's national Safety in Numbers campaign seems not to have moved forward so it will be up to us in the Branch to raise the profile of Safety issues through the Stewards Committee network and to enable them to recruit more Safety Reps.

We still have a number of large workplaces who don't have a Safety Rep in them and this remains an area that must change.

#### Branch

The Branch Health and Safety Sub Committee has for some time been allowed to become marginalised. It must be quorate and submit minutes to the other Branch committees to be effective. A motion has been prepared for the AGM to make its Rules more relevant and it is essential that Steward's Committees nominate delegates

so that the meeting runs correctly.

It is also essential that Safety Representatives can attend the meetings so that good practices can be promoted throughout the Branch and support our hard pressed Safety Representatives.

The Branch website has been more effectively used to provide up to date Health and Safety information to members but this must be built on.

#### Training

Training is mandatory for workplace Safety Reps; the first two stages of the TUC approved training, each course lasting ten days usually runs every term at Stevenson College.

Recently some have been cancelled so it's important that all Safety Reps apply to undertake any training that they have not had.

#### Consultation

In March 2009 the Council signed off its Health and Safety Policy committing it to setting up a Council Corporate Safety Committee. A great deal of trade union effort has gone into making this a reality.

On 9 November 2010 this Committee finally met for the first time.

At the time of writing a model constitution is being negotiated but in my view it is the hard work

**Dave McConnell**  
Health & Safety Officer



of our Safety Representatives that has made this happens.

The next battle is to roll out this structure to Departments and workplaces.

#### Solidarity

Work is also underway with the other unions representing staff in our workplaces to enable us to negotiate effectively on Safety issues.

We have made contact with GMB, EIS, UCATT and Unite and ensure that we liaise on Safety issues where appropriate to pressure management to make workplaces safer.

Other challenges remain notably ensuring that risk assessments are properly carried out and adequately reviewed, accident reporting and corrective action is taking place and that any other actions management should be taking to make workplaces safer are being done.

Getting the committee structure up and running makes it easier to scrutinise what management are doing and easier to hold them to account.

## We must continue to challenge and improve imposed conditions

The work of the Service Conditions Team in the year since the last AGM has been dominated by three huge issues.

### SINGLE STATUS

Firstly we had the imposition of "pay modernisation" after literally years of negotiation and discussion, with many of our members now worse off as a result of it in one way or another.

This means we must continue to challenge the council on its new imposed conditions and continually seek to improve them, appeal against job evaluation results where they are wrong and support you through that process.

Although we couldn't get an agreement on "pay modernisation", the package that was finally imposed was considerably better than what the Council originally had in store for us which included seven day working for all, no overtime rates, little or no pay protection and a longer working day.

I must thank the negotiating team who worked on this over the years for their hard work, tenacity and resolve to push the council to its limits.

Many Local Agreements and Council Policies are now under review as a result of imposition, including Disciplinary, Grievance, Appeals and Sickness Absence and this will no doubt take up a large proportion of our time over the coming months and bring fresh challenges to us.

### PRIVATISATION (ALTERNATIVE BUSINESS MODELS)

There have been extensive discussions with Council over its proposals to privatise a large swathe of Council Services - around 4,000 posts

could be affected and at every turn we have challenged the council's assumptions that private can deliver while we can't and we have taken and continue to take our evidence to councillors, MPs and MSPs.

Consistently the Lib Dems, Tories and SNP (despite being in conflict with their national policy) continue to prop up the drive toward privatisation, committing over £2.2million of taxpayers money toward achieving this aim. We will continue to lobby

“We will continue to do everything in our power to stop any member being made compulsorily redundant and ensure that Edinburgh continues to have good quality, properly resourced services.”

them all.

They should all remember there are elections for Holyrood in May and for Council seats next year and they will pay for this at the ballot box.

Privatisation of services to multi-national profit making machines will take money out Local Government, out of local economies and give the taxpayers of Edinburgh less democratic, less accountable and less responsive services - many of the services out to tender are award-winning such as our parks and greenspace workers, finance workers, customer service workers and housing workers, to name but a few.

We have launched the campaign "Our City's Not For Sale" and I would encourage all of you to get involved because if it's not your job just now, the likelihood is it will be

**Kevin Duguid**  
Service Conditions  
Coordinator



in the not too distant future.

### BUDGET

This particular subject has been covered in greater detail elsewhere in this booklet and I don't intend to repeat what others have said but the work that the team and our stewards have been involved in has been extensive dealing with dozens of reviews emerging from the council's budget cuts, most of which have resulted in, or will result in, fewer posts and "leaner" structures.

Thus far stewards and the service conditions team have managed to stave off compulsory redundancies through robust and creative negotiation.

We will continue to do everything in our power to stop any member being made compulsorily redundant and ensure that Edinburgh continues to have good quality, properly resourced services.

As well as the three big issues above the team have had to deal with the day to day issues of grievances, disciplinaries and sickness absence and appeals. With over 200 members' cases currently open it is has sometimes been difficult to respond to members as quickly as we would like and we thank all members for their patience and understanding.

### Voluntary Sector and Other Employers

The Branch still has members in over 200 different employers many of whom are also feeling the pressure due to budgets being squeezed

*continued on page 14*



John Ross,  
Convener



Wattie Weir,  
Convener Craft

*Service Conditions  
Officers*



Tam McKirdy  
Job share



Jim Quinn  
Job share



Agnes Petkevicius



Elaine Wishart



Tom Connolly



Irene Stout

*continued from page 13*  
and we have had to deal with review and redundancy situations in many of these employers including SACRO, Foursquare, Children First and Edinburgh Leisure to name but a few.

This sector is still hugely difficult to organise and resource and the Branch is actively examining what practical solutions we can put in place to better serve

our members and reduce the amount of work generated for the team.

However we are doing the best we can with the resources available to us and an example is SACRO where we are trying to rebuild our stewards' network and get more members involved.

We carried evening meetings, set up a SACRO Blog and a members' e-mailing list and I'm

glad to say we've recruited two additional stewards.

Finally thanks to the Branch Staff for their work and support.

Thanks also to the members of the team and stewards for their efforts and a big thank you to Peter Hunter, Regional Officer who has been invaluable in his contribution to our negotiations on the council's ABM programme.

## International

### Climate, justice and making the link to jobs and services

For the third year running UNISON Scotland has sponsored the Edinburgh World Justice Festival and as International Officer of this branch I have played a major role in setting up the programme in October and some of the main events. It was a success in three main respects:-

1. It looked at crucial questions facing the world while linking them to the current circumstances facing public services in this country.

It did this through the theme of 'World in Crisis - what's the solution?' and the weekend events under the title 'Two Crises - One Solution'. These linked together environmental, economic and poverty issues.

2. Attendance was good; I estimate that around 300 people took part at one time or another; with quite a few attending more than one event. It drew in new people, partly because it was held during the university term.

3. It continued the alliance between UNISON, the main international NGOs and campaigning bodies like CND and Stop the War.

We were able to make the connection to the threats to public services here and now; and to the alternatives available, in particular through the Million Climate Jobs initiative.

Into this context we highlighted the alternative paths being taken by the governments of Venezuela, Bolivia and Cuba.

In terms of attendance and

impact the highlights were probably:

- The meeting on Venezuela and Bolivia - changing the state of Latin America
- The Bolivian Ambassador's presence in the session on Climate Justice
- The launch of the One Million Climate Jobs pamphlet
- The meeting on Cuba and Health

#### Take One Action

In September UNISON Scotland also sponsored the Take One Action film festival, 'Scotland's global action cinema project'.

I and others attended the showing of films which have been sponsored by UNISON Scotland and took part in panel discussions after the showings.

Of particular relevance were Bread and Roses, about the unionisation struggle of mostly immigrant cleaners in Los Angeles office blocks; and Persona Non Grata, about a Belgian priest who was expelled from Venezuela in the 1970s for siding with the poor in the slums, in which he chose to live.

It's good to have a union presence at these events, where the audience stays behind to hear more and discuss the movie and we can link them to issues now of organising low paid workers and opposing privatisation

#### Solidarity

The Israeli state continues to break international law and commit atrocities both against the

**Matthew Crighton**  
International Officer



Edinburgh demonstration against Gaza siege in June 2010

Palestinians and against those who help them - this year the most memorable event was the murder of activists on the Turkish aid flotilla in June.

However in Palestine, less in the headlines, the awful daily grind includes, for example, demolitions and expulsions in East Jerusalem and deaths of civilians in Gaza at the hands of the Israeli army.

The branch continues to protest these events and give support in solidarity with the Palestinian people.

Sadly the need for solidarity also continues in Colombia, still the most dangerous place to be a trade unionist. Constant vigilance brings some pressure on its government and starts to weaken the links between its armed forces and the right-wing death squads for whom trade union activists are routine targets.

Thankfully Latin America also offers inspiring examples of how popular left-wing governments, like those of Venezuela and Bolivia, can transform the lives of ordinary citizens and have a radical impact on poverty and illiteracy.



## Use the website resources to show there is an alternative

The major 'Our City's Not for Sale' campaign was inspired by Northern Region's Kenny Bell at a meeting with branch officers and stewards in early in 2010.

Within a week we had posters, leaflets and a banner which have been well used throughout the year at Scottish rallies, May Day, lobbies and other events.

The launch got good media coverage and we produced press adverts (paid for by the General Political Fund), an information pack for councillors, briefings and newsletters. If you missed them, see them on the website, like everything else in this report.

We produced special 'mythbuster' cards to challenge the need for cuts and promote the STUC rally on 23 October along

with flags and banners and a short video collage.

Presentations and briefings have backed up the case that there is an alternative to public service cuts. These were pulled together in a series of leaflets for the public.

As well as newsletters on Modernising Pay and privatisation, we have also produced bulletins and leaflets for the home care campaign.

The website is well used by members for queries, updating details, joining the union and giving views on pay etc.

It is also a huge resource for information to challenge the cuts.

This year we have added a branch blog for breaking news and Facebook pages and our

**John Stevenson**  
Communications Officer



posts are all routed to Twitter

– so follow us @unisonedin.

Our media profile has remained high with good radio and TV coverage and regular coverage in the local and national press.

Branch members attended the successful 'Mobilise 2010' campaigning event in Glasgow in November on which I tutored.

We hope the ideas and enthusiasm built up there will benefit the branch's campaigning.

Thanks to fellow officers and staff for their help throughout the year, especially to Monica for the gathering facts and figures for this Annual Report.

## Equalities

### Branch set to have largest number of equal pay claimants

Modernising Pay has been the major factor this year and the issue of an Equality Impact assessment has been a thorny one. We continue to have major concerns that a scheme that was meant to deliver equality has so many shortcomings.

There has been major progress on equal pay claims as we await the outcome of a Court of Session case. Our branch is set to have the largest number of claimants in Scotland.

I have reported before on the joint work on Domestic Violence and this is now extending to addressing violence in the workplace.

The new legislation that rolls all equalities issues into the one is threatened by the Tory/LibDem government which looks like watering it down from legal duties to a useless 'voluntary' code of conduct.

Despite some hard work, we have not been able to re-establish self organised groups in the Branch, although we have managed to get people - and Branch issues - to the self organised group conferences.

Our motion to National Conference on addressing some of the difficulties in participation in self organised groups won wide interest from other Regions, with

**Irene Stout**  
Equalities Officer



one strengthening amendment, and, although it was not heard, we hope the National Executive will recognise the support and take in on board.

The next year will bring the challenge of defending equalities issues from government attacks and putting them at the centre of the Scottish Government elections.

My thanks to the branch staff and fellow officers for their support in a very difficult year.

## Education

### Education, education, education



**Luke Henderson**  
Education Officer

I believe that UNISON should be a bottom up organisation, this means

workplace stewards are the key to

a strong union.

So to improve the knowledge and skills of local stewards I have focused on giving UNISON stewards as many training opportunities as possible.

This has meant circulating the training courses to departmental conveners and going to stewards committees to encourage

stewards on to courses.

I have also organised locally training courses specifically on Edinburgh Council's Sickness Absence policy and how to submit Modernising Pay Appeals.

Over the next year I intend to organise local training on Edinburgh's Grievance and Disciplinary policies.

## Looking for Labour MPs and MSPs to defend public services

The big event in 2010 was obviously the UK General Election. Events since then have shown what a disaster this was for public services and union members, as the coalition government reveals its true colours with sweeping cuts.

They have at least dispelled a couple of illusions which some voters had held.

The first was that the Conservatives had changed their spots since the Thatcher years.

In fact Scottish voters didn't fall for this one. The 2% rise in the Labour vote here has been put down to determination to keep the Tories out if at all possible.

The second was that the LibDems are a party of the left or 'centre-left'. Now that we are facing redundancies arising from their participation in this very right-wing government, it's little comfort to be able to say we were right to back Labour.

Of course Labour itself contributed to this by getting far

too close to business while in government; proposing its own fairly draconian cuts; and failing to present a set of policies which inspired and which put the blame fairly where it should rest - the crazy greed of the financial markets and the gross inequalities which shame our country.

Restoring public enthusiasm for politics will be even harder now that the Tories have shamelessly abandoned all the populist 'pledges' which helped them win the election - they said they wouldn't cut frontline services (!!), increase VAT, reorganise the NHS (in England), change child benefit, scrap Educational Maintenance Allowances ... the list of their lies goes on.

They and their LibDem allies will inevitably pay for this in the polls. UNISON and other unions will be making their input into Scottish Labour's manifesto for the forthcoming Holyrood

**Matthew Crighton**  
LabourLink Officer



elections and we hope that it will offer a real and radical alternative which can protect Scotland's public services.

At the local level, Labour's councillors, MSPs and MPs are co-operating with branch officers in our campaigns to resist the cuts and stop out-sourcing.

It was good to see Malcolm Chisholm MSP and Sarah Boyack at our rally outside the City Chambers on 16 December, for instance.

We'll be looking to them to speak up in the Council and Parliament in the coming months - but members should remember that it helps that they hear from their constituents - call them or email them to let them know you're hoping they'll continue defending public services.

## General Political Fund - Resources for our campaigns

UNISON's political fund is divided into two sections: the General Political Fund and the Affiliated Political Fund.

UNISON uses the General Political Fund (GPF) to pay for political campaigning at branch, regional and national level as well as for research and lobbying in Parliament to pursue UNISON's objectives and priorities.

It is not affiliated to any political party, but the money in the fund is used to support local campaigns, to give a boost to our big national political campaigns, and to pay for political advertising.

**This year, the GPF funded the newspaper ads for the Branch's 'Our City's Not For Sale' campaign.**

Much of the high profile

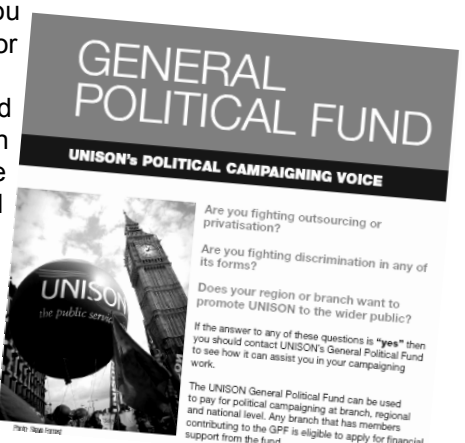
political campaign work you see from UNISON is paid for by the GPF.

The GPF has also funded adverts and other materials in areas where the BNP were standing at elections as well as adverts in national papers, along with other anti-racism initiatives.

But it's not just the big things that the GPF funds. All sorts of national and local projects and campaigns benefit from receiving funding this way.

These have included:

- Anti-racist events
- Local campaigns against privatisation/marketisation
- UNISON presence at various national and regional events
- Campaigns against council housing sell-off - like the



money it made available to us in Edinburgh for that but also Nationally for the Asylum Seeker Children initiative. More recently, much of the funding for environmental and economic campaigns has come from the GPF

# Ever thought of becoming a steward? You *can* make a difference

There are many duties undertaken by shop stewards and branch officers and one of the most vital is recruitment.

By speaking to new members of staff and also approaching their other colleagues, who may in the past have not realised the benefits of being a member of UNISON, they have been spreading the message that by supporting each other and working with other unions we can make a difference.

In 2010, recruitment has been steady and despite the number of members who have left the City of Edinburgh Council employment due to Voluntary Early Release arrangement, or encouraged to retire, we have managed to maintain an encouraging level of membership.

However, we must rise to the challenges facing members in City of Edinburgh Council and the Voluntary Organisations.

If you know of anyone in your workplace who is not a member, why not speak to them?

Point out we are a stronger force if we are united in the fight against ABM (see unison-edinburgh home page for report submitted on 16 December 2010) and the enforced pay freeze, among other issues.

Would you be interested in becoming a shop steward?

PLEASE speak to another steward or a Branch Officer if

you are. By sharing union duties and supporting each other, we can make a difference.

I have been making regular visits to the main council offices, and am able to meet with existing members to update them on negotiations and pass on any concerns they may have.

This gives anyone requiring information regarding UNISON the opportunity to speak to me and any of the local stewards

**Irene Heggie**  
Recruitment/ Membership Officer



and to join on the spot!

My aim for 2011 is to try to visit as many sites in as many areas as possible.

Members are facing a very difficult year ahead and more than ever they need the support of fellow members and UNISON.

## Membership at 31 December 2010

| Department                    | 31/12/2009    | 31/12/2010            | Var         |
|-------------------------------|---------------|-----------------------|-------------|
| Associated Bodies             | 195           | 186                   | -9          |
| Children & Families           | 2,699         | 2,479                 | -218        |
| City Development              | 472           | 393                   | -79         |
| Corporate Services            | 570           | 504                   | -66         |
| Edinburgh Leisure             | 163           | 141                   | -22         |
| Finance                       | 360           | 340                   | -21         |
| Further Education             | 273           | 232                   | -40         |
| Health & Social Care          | 2,197         | 2,105                 | -87         |
| Services For Communities      | 1,440         | 1,393                 | -43         |
| Valuation Joint Board         | 66            | 59                    | -6          |
| Voluntary Sector              | 641           | 612                   | -20         |
| Unallocated                   | 5             | 93                    | +49         |
| <b>TOTAL</b>                  | <b>9,081</b>  | <b>8,537</b>          | <b>-547</b> |
| Student                       | 8             | 2                     | -6          |
| Unemployed                    | 98            | 42                    | -56         |
| Retired Members               | 887           | 1,000                 | +113        |
| <b>TOTAL</b>                  | <b>10,074</b> | <b>9,581</b>          | <b>-493</b> |
| Recruited 1/1/10 - 31/12/10 = | 642           | Officially resigned = | 76          |

**PLEASE NOTE:** While some reduction is real due to job losses, the figure is mainly affected by a data cleansing exercise. We recruited almost the same number of members in 2010 as in 2009.

## Audit for proportionality and fair representation

Figures in brackets show 2009 figures. With the advent of Single Status, we are no longer showing an APT&C/Manual split and the branch is working on other indicators to reflect fair representation.

Figures in brackets show 2009 figures

### 1. Women

Branch Ctte Officers Stewards  
68% (68%) 42% (49%) 32% (40%) 43% (42%)

### 2. Branch Committee breakdown

Breakdown of Women as at 31/12/10

#### a) Women on dept. delegations

| Dept                | Should be | Actual   |
|---------------------|-----------|----------|
| Associated Bodies   | 51%(55%)  | 0%(0%)   |
| Children & Families | 83%(82%)  | 44%(67%) |

| Dept                  | Should be | Actual   |
|-----------------------|-----------|----------|
| City Development      | 34%(30%)  | 0%(0%)   |
| Corporate Services    | 67%(68%)  | 38%(33%) |
| Edinburgh Leisure     | 40%(43%)  | 0%(0%)   |
| Finance               | 63%(62%)  | 0%(25%)  |
| Further Education     | 63%(38%)  | 29%(0%)  |
| Health & Social Care  | 79%(80%)  | 66%(82%) |
| Services for Comm     | 42%(45%)  | 38%(38%) |
| Valuation Joint Board | 52%(61%)  | 50%(0%)  |
| Voluntary Sector      | 75%(75%)  | 100%(0%) |

#### b) Women on delegations

% of Women in membership = 68% (69%)

% of Women delegates to Branch Committee = 44% (51%)

## Minutes of AGM 2010

### MINUTES of BRANCH ANNUAL GENERAL MEETING

held on 10th February 2010 in the ASSEMBLY ROOMS, GEORGE STREET, EDINBURGH

#### 1. OPENING REMARKS/ INTRODUCTIONS

The meeting was chaired by Branch President.

At this point of the meeting the Branch President made a special presentation to Rose Jackson (Health & Social Care) and Barbara Foubister (Children & Families) longstanding branch activists who both recently retired from the City of Edinburgh Council. He thanked Rose and Barbara for all the work they had done on behalf of the branch over many years.

The Branch President advised the meeting the Supplementary Agenda circulated to the meeting included an Emergency Motion on UNISON General Secretary Elections. The Emergency Motion received the required two thirds support to be submitted to the Agenda.

The Supplementary Agenda also has a Composite to Motion 1, Amendments to Motions 3, 4, and a Report on the Health & Safety Plan 2010 which will be taken under the Annual Report.

The Branch President advised the meeting no election was now required for the Service Conditions Officer post as Jim Quinn and Tam McKirdy have agreed to job share.

#### 2. APPOINTMENT OF SCRUTINEERS

Four Scrutineers were appointed from the body of the hall.

#### 3. STANDING ORDERS

The Branch Standing Orders were AGREED for the following year without amendment.

#### 4. MINUTES OF BRANCH MEETING 2009

The minutes of the last Branch Annual General meeting of 9th March 2009 were AGREED as a correct record with no matters arising.

#### 5. ANNUAL REPORT 2009

No questions were raised on the Annual Report.

#### 6. FINANCIAL STATEMENT

The meeting AGREED the financial statement as detailed in the Annual Report.

#### 7. SPECIAL REPORTS

The Service Conditions Co-ordinator will appraise the meeting on the current progress in negotiations under Motion 1 Facing the Challenges of 2010.

It was agreed additional time would be dedicated at the end of the meeting for a question and answer session on the following: -

- i. Modernising Pay
- ii. Outsourcing and privatisation
- iii. Pay

#### 8. ELECTION OF BRANCH OFFICERS

The undernoted were elected unopposed:

President: John Stevenson (Children & Families)

Chairperson: Duncan Smith (Services for Communities)

Secretary: Agnes Petkevicius (Children & Families)

Assistant Secretary: Kirsten Hey (Health & Social Care)

Treasurer: Mike McCrossan (Services for Communities) and John Stevenson (Children & Families)

Service Conditions Co-ordinator: Kevin Duguid (Finance)

Service Conditions Convener: John Ross (Services for Communities)

Service Conditions Convener (Craft): Walter Weir (Services for Communities)

Service Conditions Officers: Tom Connolly (Children & Families)

Agnes Petkevicius (Children & Families)

Irene Stout (Services for Communities)

Jim Quinn (Corporate Services)/ Tam McKirdy (Service for Communities) job share

Elaine Wishart (Corporate Services)

Education Officer: Luke Henderson (Services for Communities)

Equalities Officer: Irene Stout (Services for Communities)

Welfare Officer: Mike Smith (Finance)

International Officer: Matthew Creighton (Associated Bodies)

Recruitment/Membership Officer: Irene Heggie (Finance)

Young Members Officer: Gem Hogan (Children & Families)

Health & Safety Officer: Dave McConnell (Finance)

No nominations were received for the post of Vice Chairperson(s) and Lifelong Learning Officer. These vacancies would be remitted to the Branch Committee for action.

#### 9. RULE CHANGES

**1. Role of Treasurer - Section E - 7**  
*Proposed by Kevin Duguid (Finance) and Tam McKirdy (Services for Communities)*

Para 7.D Add new sentence "This will be done at a minimum of once every 3 months from the start of the UNISON Financial Year".

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

#### 10. POLICY MOTIONS

##### 1. Facing the Challenge of 2010 (Composite Motion)

*Composite Motion 1 Proposed by John Stevenson (Children & Families) and John Ross (Services for Communities)*

*Amendment 1.1 Proposed by Duncan Smith and Luke Henderson (Services for Communities)*

*Emergency Amendment Proposed by Kevin Duguid (Finance) and Agnes Petkevicius (Children & Families)*

This Branch recognises that 2010 will bring the biggest challenges its members have ever faced. These include:-

- The possible imposition of an unfair 'Modernising Pay' scheme which will see thousands of members losing out, many of them women in lower paid jobs - exactly the opposite of what it was intended to do. This Branch deplores the fact that many groups of members will be among the lowest paid local authority staff in Scotland, with all that will mean for recruitment, workloads and safety, particularly in services like social care.
- The possible outsourcing or privatisation of key local services, based on cost rather than quality.
- Possible redundancies.
- Attacks on pay, terms and conditions and pensions in the Council and the spin-off for the Voluntary and Associated Sectors.

This Branch recognises that the legal complexities of equal pay and the financial reality of shortfalls in central government funding mean that traditional or single-tactic responses

*continued on page 19*

## Minutes of AGM 2010 (continued)

*Continued from page 18*

from the union and its members will not be enough to defend pay, jobs and services. It also recognises that the union cannot hope to defend members through these crises unless it is strong and has a sound membership base. Only that strength will bring the power to resist the attacks.

Accordingly, this Branch resolves to:-

1. Mount an immediate and far-reaching recruitment campaign, enlisting the support of Scottish and UK structures to further build on our membership. Each steward should target the signing up of at least 10 members before the end of March.

On 'Modernising Pay', this Branch resolves to

2. Continue to reject the proposals as they stand.

3. Continue the strategy of trying to negotiate the best deal possible with the best protection possible, recognising that the complex legal restraints may lead to the Branch being unable to ballot for acceptance or rejection on any final proposals.

4. Continue the strategy of trying to separate conditions changes from job evaluation and seek further legal advice on whether we can ballot on the conditions aspects alone.

5. Encourage members not to sign up to the new proposals voluntarily, should they remain largely unaltered, and issue a further newsletter with advice in advance of any approach by the Council to seek voluntary sign up by individual members of staff.

6. It has been agreed that the Council will not move to impose the Final Proposals until a Report has been approved by an appropriate Council Committee to proceed to imposition, we therefore instruct appropriate Branch Officers to engage with all Political parties to highlight any concerns we have prior to the Report being heard and seek their support.

7. If the Council does commence the imposition process of dismissal and re-engagement, the Branch must examine in conjunction with stewards committees and members the most appropriate strategy to mitigate against the worst excesses for the affected members. All Options must be explored including legal avenues, appeals, lobbying, industrial action etc.

On outsourcing and privatisation, this Branch

8. Agrees to continue engagement with the Council on any genuine attempts to seek real efficiencies and keep services in-house.

9. Resist all attempts to outsource or privatise and fight to ensure services remain democratically accountable to the people of Edinburgh, keeping jobs in Edinburgh and benefiting the local economy.

10. Ensure that any comparisons are based on 'like for like' including clear quality, service delivery and workforce rights (like pay, equality, health and safety and pensions) indicators.

11. Agrees to examine, in conjunction with UNISON Nationally and Regionally what resources and funds can be bid for and utilised in order to support the Branch in pursuing it's aims.

On pay, this Branch resolves to

i) Oppose any reductions in pay and conditions. It notes that media campaigns against the public sector use only selective comparators with the private sector. Public service workers do not get huge bonuses or cheap mortgages. The media does not take into account the previous years where local government pay not only fell well behind the private sector, but also other parts of the public sector

ii) Oppose any attacks on public sector pensions. These pensions are deferred pay, they are not 'gilt-edged' and the campaign should be for fairer pensions in the private sector rather than attacking local government's contributory scheme.

iii) Campaign to ensure that low paid public service workers do not pay the price for the failings of rich bankers.

iv) Seek a joint campaign with the Council to demand that Holyrood and Westminster fund local government at a level that will allow it to build local economies out of the recession.

v) Publicise UNISON's national recovery budget which shows how £74 billion could be raised without vicious cuts in vital public services

In following this strategy, the Branch will develop a range of responses, including:-

- Lobbying, campaigning, demonstrations, joint campaigns with

users and community groups and other trade unions, along with a planned media strategy

- Organising a high profile public meeting about defending local services once the Council budget cuts are confirmed and inviting union members, service users and community groups to attend

- Direct action, within UNISON's procedures, including various forms of industrial action that can be sustained and effective. This Branch recognises that any successful action will bring a response from the employer(s) and therefore it needs to be underpinned by a willingness from the beginning to take all-out strike action if necessary. Where possible we will seek to co-ordinate any action with our sister trades unions

- Reiterating its position to ballot all members in the event of compulsory redundancies.

**Decision:** On being put to the meeting the terms of the Composite Motion were AGREED.

## 2. Professional Representation and Fitness to Practice

*Proposed by John Stevenson (Children & Families) and John Ross (Services for Communities)*

This Branch notes that increasing numbers of our members require to be registered with bodies like the Scottish Social Services Council, Health Professionals Council etc. and will soon require to be registered under 'Check to Protect'.

This Branch recognises that registration bodies have a duty to protect the public and have codes governing professional conduct, standards of competency and health requirements. However, this Branch also recognises that increasing registration brings a new dimension to representing members. Removal from registration means the loss of livelihood and is an employment issue. Even interim removal, with no case yet proven against a member, can result in the member being unable to work.

This Branch notes that UNISON has responded by developing a Professional Services Unit, protocols and guidance, but it believes that new skills and organisation are needed in Regions and Branches to manage the

*continued on page 20*

## Minutes of AGM 2010 (continued)

workload and ensure that members receive the best representation possible. This Branch Meeting therefore instructs Branch Officers to present a motion to National Delegate Conference 2010 to develop:-

1. Organisational strategies
2. Training and support for activists
3. Early access to specialist advice

### 3. Domestic Abuse/Violence - Workplace Agreements

*Proposed Elaine Wishart (Corporate Services) and Catriona Grant (Health & Social Care)*

Conference recognises that Domestic Abuse/Violence is a complex issue that will often need complex solutions.

Conference also recognises that Domestic Abuse/Violence is a workplace issue that requires effective and progressive workplace policies and procedures if it is to be recognised by employers as a real workplace issue.

Domestic Abuse/Violence is a workplace issue that affects all genders either as victims or perpetrators and its affects can be far reaching. Home and work issues cannot always be easily separated and domestic abuse/violence can have a huge impact on job performance, which often results in disciplinary action, can threaten job prospects, career development and security. Conference recognises that we must be committed to supporting members who are affected by domestic abuse/violence and the most effective way of doing this, is by negotiating a workplace agreement.

Conference notes that the most up to date Home Office Statistics show that 14% of all violent incidents are for domestic abuse/violence. That victims of domestic abuse suffer repeat violent crime more than any other victim of violent crime, 66%, and that 21% of victims will be assaulted more than three times. Conference further notes that in the most recent Scottish Crime Survey one in three women admitted to being abused or frightened by their current or previous partner. Conference recognises that many of these women will be UNISON members and that inevitably UNISON members will be perpetrators.

Conference welcomes the model workplace agreement available from UNISON, however given current research and improving practice

believes that workplace agreements need to include provisions on how to deal with employees who are perpetrators.

Conference welcomes the work of Refuge and Respect, national charities working with both victims and perpetrators of domestic abuse/violence, and recognises that their toolkit for employers for dealing with domestic abuse/violence is the most progressive and inclusive available in the UK to date.

Conference instructs the NEC to:

- 1) Adopt the Refuge and Respect Toolkit and guidance in working towards updating the Model Workplace agreement.
- 2) Lobby the government to make workplace agreements a statutory requirement for all public sector employers in line with their gender equality duty.

### Amendment to Motion 3

*Proposed: Luke Henderson and David Harrold (Services for Communities)*

Remove point 1) and replace with a new point 1) To consider how the Refuge and Respect Toolkit could be used to enhance UNISON's model workplace agreement

**Decision:** On being put to the meeting the terms of the Motion as amended were AGREED

### 4. See Me Campaign

*Proposed John Ross and Irene Stout (Services for Communities)*

The Branch notes that one of the biggest causes of absence in the Council and associated bodies is stress, anxiety and depression. Statistically one in four people will suffer from mental illness at some point in their life and the purpose of the See Me Campaign is to eradicate the associated stigma.

It offers education programmes and support to sufferers and families alike. This meeting supports these objectives and commits the branch to giving full support to the campaign through sponsorship and profiling these aims wherever possible.

The Branch meeting instructs branch officers to forward the terms of this motion - amended as required - to UNISON Scotland.

This Branch notes that people with mental health problems often find it

affects their work adversely.

### Amendment to Motion 4

*Proposed Luke Henderson and Shauna Clarke (Services for Communities)*

Add at end "This Branch notes that people with mental health problems often find it affects their work adversely.

This Branch instructs branch officers to approach the council to negotiate a specific policy to support people with mental health problems and to help them remain working with the council. In the same way that there is a policy to support people with alcohol problems."

**Decision:** On being put to the meeting the terms of the Motion as amended were AGREED.

### 5. Subscriptions Bands

Proposed by Kevin Duguid (Finance) and Walter Weir (Services for Communities)

This Meeting notes with concern that UNISON subscription rates, when reviewed and calculated for individuals, continue to include non contractual payments such as voluntary overtime when clearly the Rule Book states they should not be included. This has resulted in Members rates, unjustifiably, changing meaning that they then have a larger deduction made from their wage than they should.

Furthermore this meeting believes that it is not acceptable to change members Subscription Band without prior notice. A notification to members would allow a period of time to resolve any issue, about how a Subscription Band was calculated, to be resolved prior to implementation of the change.

This meeting instructs Branch Officers to:

- 1) Draft an appropriate Rule Change or changes to be submitted to National Delegates Conference in 2010.
- 2) Engage with both the Local Authority and UNISON (nationally) to try to establish, once again, if the method of calculation for subscriptions can be altered to avoid the above scenario.

**Decision:** On being put to the meeting the terms of the Motion were AGREED

At this point in the meeting it was AGREED to consider the Emergency Motion.

*continued on page 21*

## Minutes of AGM 2010 (continued)

**Emergency Motion - UNISON General Secretary Election**

*Proposed by John Stevenson (Children & Families) and John Ross (Services for Communities)*

This Branch notes that an election was announced on 20th January 2010 for the post of UNISON General Secretary and that Dave Prentis has announced his intention to stand for re-election

This Branch notes that the announcement came after the deadline for motions to the AGM but believes that it would be appropriate for a decision on such an important issue to be made by an AGM open to all members.

This Branch believes that Dave Prentis has made an outstanding contribution to the post of General Secretary and has led the fight from the front against cuts in public services, speaking up for public service workers and criticising

the cuts policies of all parties. It notes his action in 2009 in suspending constituency funds to Labour in protest at NHS privatisation plans.

It also notes his record in challenging racism and the BNP and on international issues like Palestine, Cuba and Venezuela.

It applauds the contribution he made in joining picket lines in Edinburgh to support workers during the pay strike, his support in the Scottish Parliament for our campaign for asylum seeker children and his direct intervention in the campaign for more resources for social work in Scotland.

This Branch believes that the union needs a General Secretary of Dave Prentis' experience and commitment to face the huge challenges in the coming years and therefore agrees to nominate him for the post.

**Decision:** On being put to the meeting

the terms of the Motion were LOST.

**6 Self Organisation**

*Proposed by John Ross and Irene Stout (Services for Communities)*

This meeting is concerned at the lack of membership involvement in self organisation and calls for the union at all levels to carry out reviews which would stimulate higher participation. These reviews should be carried out without undue delay. This Branch Meeting instructs branch officers to forward a motion in these terms to Scottish Council and National Delegate Conference.

**Decision:** On being put to the meeting the terms of the Motion were AGREED

At this point of the meeting the Chair advised the AGM was closed with all remaining motions and vacant Branch Officer posts being remitted to the Branch Committee for decision and action.

## Minutes of Emergency General Meeting

**MINUTES of THE EMERGENCY GENERAL MEETING held on 9th JUNE 2010 in the QUEENS HALL, CLERK STREET, EDINBURGH****1. OPENING REMARKS/ INTRODUCTIONS**

The meeting was chaired by the Branch President.

The Branch President advised the Emergency Meeting the only issue to be discussed would be the Imposition of Modernising Pay as outlined in the motion to be debated at the meeting.

**2. APPOINTMENT OF SCRUTINEERS**

Four Scrutineers were appointed: - Amanda Kerr (Services for Communities), Gem Hogan (Children & Families), Mark Kinghorn (Services for Communities), Jim Quinn (Corporate Services)

**3. UPDATE ON 'MODERNISING PAY' FROM THE NEGOTIATING TEAM**

The Service Conditions Co-ordinator gave an update on the current position with regards to Modernising Pay negotiations.

The negotiating team circulated a briefing paper to the meeting 'Single Status Where We Were and Where We

Are Now' and it was agreed a Question and Answer session would take place immediately following Agenda Item 4.

**4. MOTION - IMPOSITION OF MODERNISING PAY**

*Proposed by Kevin Duguid (Service Conditions Coordinator) and Agnes Petkevicius (Branch Secretary) on behalf of the negotiating team.*

This Branch condemns the Council's decision to impose changes to pay and conditions through 'Modernising Pay'. It recognises that through lengthy negotiations, the trade unions have won some significant improvements over the original proposals but that the package as it currently stands falls far short of the union's aims and will leave significant numbers of members worse off.

It also recognises the legal restraints within which the Branch has had to work, especially in terms of its ability to ballot members. This meeting recognises that the trade union could not risk entering into any agreement that did not fully meet the requirements of equalities legislation.

This Branch Meeting supports the Branch Committee's advice of 'don't sign first time' and resolves to continue to campaign to urge members not to voluntarily sign away their current

contract at the first request. However, the only responsible position that the branch can take is to advise members that they must sign when the second offer is made through the dismissal and re-engagement process.

This Branch further notes that evidence from research shows that performance related pay brings no benefits to employers or services, risks creating a two-tier workforce and is open to potential abuse. Any financial limits on progression would make a mockery of the scheme in any case.

This Branch meeting therefore instructs Branch Officers to make the exposing of these facts central to its strategy in challenging Council initiatives to introduce performance related pay.

This meeting instructs officers to explore every avenue available to the Branch to mitigate losses for affected members, including:-

1. Vigorous use of the appeals machinery
2. Legal advice and action where appropriate
3. Job redesign and re-skilling
4. Improved career path structures
5. And, if necessary, seeking authorisation for industrial action.

*continued on page 22*

## Minutes of Emergency General Meeting (continued)

### **Amendment to Motion 1**

Proposed by Luke Henderson (Services for Communities) and Marlyn Tweedie (Health & Social Care)

Add at the end of the motion

“a) for groups of workers who are losing out financially as a result of Modernising Pay/Single Status, UNISON will organise them, hold meetings etc and also try and negotiate improvements.

b) to support groups of workers who are losing out financially and who decide at any point to take industrial action to order to secure an improvement to their financial position.”

### **Amendment 2**

*Proposed Duncan Smith and Paul Clarke (Services for Communities)*

In the existing sixth paragraph after ‘make a mockery of the scheme in any case’ Add

“In addition this Branch believes the withholding of salary increments following action under the disciplinary and sickness absence procedures amounts to double punishment which is not acceptable.”

Add a new last paragraph

“Furthermore this Branch recognises that the imposition of a settlement that results in massive loss of earnings for some groups is a problem for the membership as a whole and not just for the individuals concerned.. Therefore to explain what is at stake and encourage solidarity with those worst affected this meeting instructs Shop Stewards Committees to work with

Branch Officers to establish those occupational groups who stand to lose earnings This information should then be used to form the basis of a briefing for circulation to members.”

The mover of the original motion accepted the terms of Amendment 1 and 2.

**Decision:** On being put to the meeting the terms of the Motion as amended were AGREED.

At this point of the meeting moved to Question and Answer session.





# Making your VOTE COUNT

## Branch Meetings

These are the supreme branch policy meetings and are open to all members.

## Departmental Meetings

Open to all members in each department or sector and can mandate Shop Stewards Committees. Members mandate their own stewards via **Workplace Meetings**.

## Branch Committee

Consists of about 60 members made up of branch officers, stewards elected from Departmental Committees and reps from self organised groups. Steward delegates are accountable to their Stewards' Committees. Structures ensure stewards outnumber officers.

The Committee meets monthly to deal with the running of the branch and oversees work of all other committees.

Delegations must meet proportionality (ie reflect the proportion of women in the membership) and fair representation.

## Shop Stewards Committees

Made up of all stewards in each department. These deal with issues in your department and most have a Joint Consultative Structure through which they meet management regularly. They represent your views through workplace or departmental meetings and elect delegates to the branch committee.

## Scottish Council

UNISON's Scottish forum of delegates from all branches. There are also specific structures for services like Local Government and Health.

## National Conference

UNISON's supreme policy making body made up of delegates from branches. Also Conferences for each individual service (eg Local Government).

## National Executive

Elected by ballot of all members on Regional constituencies (eg Scotland), and UK service constituencies like local government. Implements, interprets and sets policy between conferences. Members are lay officers who have jobs like the rest of us.

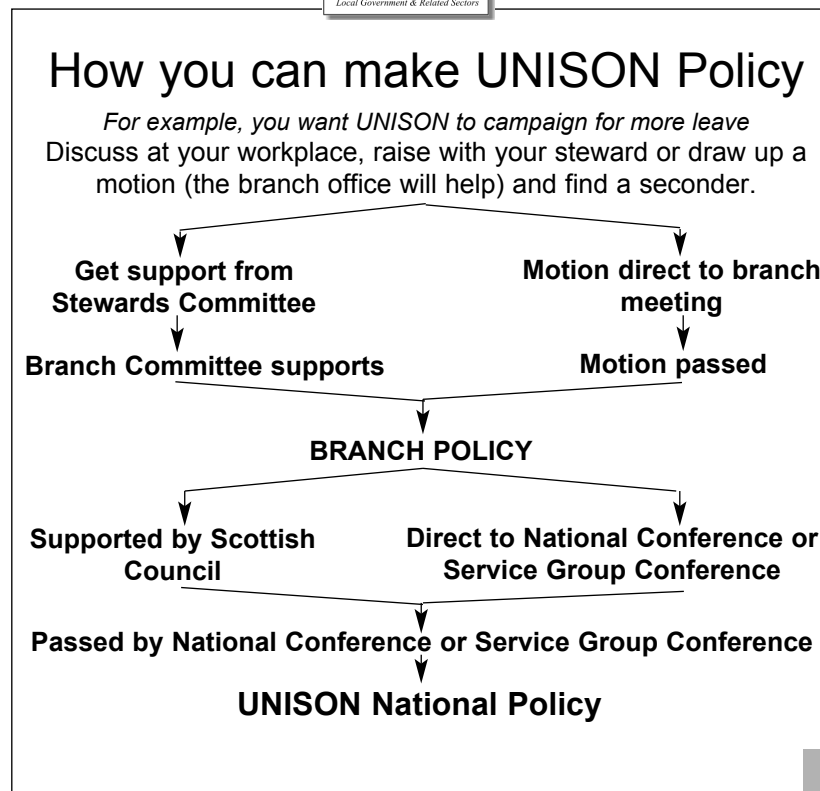
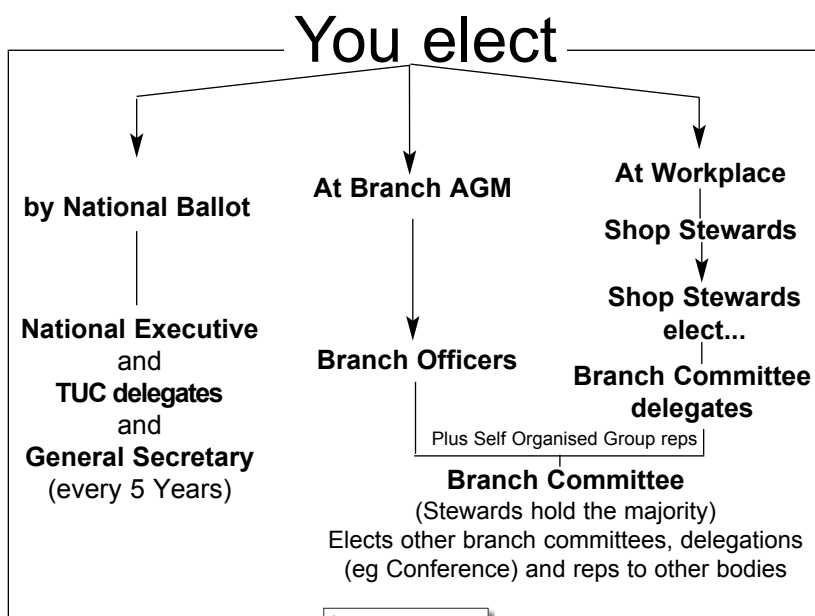
## Self Organised Groups

For structurally disadvantaged groups, eg Black Members, Disabled Members, Lesbian, Gay, Bisexual and Transgender Members.

Here we outline broadly the current framework and the UNISON structure in which the branch works.

**UNISON is a lay member led union with democratic structures at all levels. But these structures are no good unless members themselves exercise their right to use them.**

The structures which branch members have set up will no doubt develop through experience to meet the branch's needs.







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