

# UNISON City of Edinburgh

Local Government & Related Sectors Branch

## Annual General Meeting 2013

Tuesday 26 February 2013, 6pm  
Assembly Rooms, 54 George St, Edinburgh.  
**UPDATED FOR RECALL AGM 21 MARCH 2013**

### AGM Agenda and Annual Report



**“I want to know I’m getting a fair deal at work”**

With attacks on jobs, pensions, terms and conditions - times have never been tougher.

But there’s no need to face things alone. As a UNISON member, we’ll fight on your behalf to make sure you get the best deal from your employer.

So you can relax, knowing you’re in safe hands.

**0845 355 0845**  
**[unison-scotland.org.uk/join](http://unison-scotland.org.uk/join)**

**STRONGER TOGETHER IN UNISON**

Better pay • More holidays • Equal pay  
Safer workplaces • Better training



**“I want to know I’m protected at work”**

If you feel you’ve not been treated fairly, or are facing difficulties with your employer, then we’re here to help.

We will work to ensure your rights are protected and that you have a safe environment to work in.

As Scotland’s largest union, we’ll always be there for you.

**0845 355 0845**  
**[unison-scotland.org.uk/join](http://unison-scotland.org.uk/join)**

**STRONGER TOGETHER IN UNISON**

Better pay • More holidays • Equal pay  
Safer workplaces • Better training



Working for Edinburgh’s services and the people who deliver them



# AGM Calling Notice

To All Members  
*Dear Colleague,*

All members are urged to attend the Annual General Meeting of the branch on **Tuesday 26 February 2013 at 6pm in the Assembly Rooms, 54 George 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 by **Noon, Tuesday 19 February 2013. Questions on the Annual Report and Financial Statement** must be received by **noon on Friday 22 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 19 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.

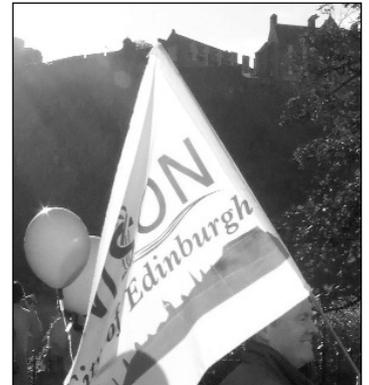
A good attendance at the Annual General Meeting is essential to the running of the branch. Please make every effort to attend to set your policies and to ensure that the branch can elect its officers and have its structures in place to meet this year's challenges.

*Yours sincerely*

Andrew Barnett  
**Branch Secretary**



# AGM 2013



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1. Opening Remarks/ Introductions
2. Appointment of Scrutineers
3. Standing Orders (*see Item 9*)
4. Minutes of Branch Meetings 2012  
*Annual General Meeting 22 February (p16)*
5. Annual Report 2012 (*p 5-15*)
6. Financial Statement 2012 (*p14*)  
*Questions on the Annual Report and Financial should be submitted to the Branch Office by noon on Friday 22 February.*
7. Election of Branch Officers *See below.*  
*Voting will be by secret ballot at the meeting.*
8. Presentations and Question and Answer Session  
- *Pay 2013 - Pensions*  
- *Social Care Integration*
9. Rule Changes *See page 18*  
1. Service Conditions Officers
10. Policy Motions *See pages 18 - 23*  
1. Campaigning for action on cuts and conditions  
2. Defending our terms and conditions  
3. Partnership to save Edinburgh's services  
4. Pay Protection  
5. Homecare - Electronic monitoring  
6. New Council Code of Conduct  
7. Free expression of concern  
8. Dignity at work  
9. Linking solutions to economic and environmental problems - a priority for our time  
10. Towards an inclusive LGBT policy  
11. Solidarity with Workers in the Middle East and North Africa

## Agenda Item 7 Election of Branch Officers

NOTE: Ballot Papers will be issued at the AGM for the contested posts of **Equalities Officer** and **Service Conditions Officers**. 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.

### Branch President

**John Stevenson** (Children & Families)  
Nominated by: *Children & Families Shop Stewards Committee*

### Branch Chairperson

**Duncan Smith** (Services for Communities)  
Nominated by: *Services for Communities Shop Stewards Committee*

### Vice Chairperson (2)

*One of whom must be a woman.*

1. **No nomination**
2. **No nomination**

### Branch Secretary

**Andrew Barnett** (Services for Communities)  
Nominated by: *Children & Families Shop Stewards Committee, Services for Communities Shop Stewards Committee*

### Branch Assistant Secretary

**No Nomination**

### Branch Treasurer

**John Stevenson** (Children and Families)  
Nominated by: *Hanna Dzikowska (Health and Social Care), Shauna Clarke (Service for Communities)*

### Health and Safety Officer

**Dave McConnell** (Corporate Governance)  
Nominated by: *Services for Communities Shop Stewards Committee, Children & Families Shop Stewards Committee, Corporate Governance Shop Stewards Committee*

### Recruitment/ Membership Officer

**Rab Amos** (Services for Communities)  
Nominated by: *Services for Communities Shop Stewards Committee*

### Equalities Officer **ELECTION REQUIRED**

**David Ng Hop** (Health and Social Care)  
Nominated by: *John Walls and Matt Pianosi (Health and Social Care)*

**Malcolm Parnell** (Children and Families)  
Nominated by: *Children & Families Shop Stewards Committee.*

### Education Officer

**Luke Henderson** (Services for Communities)  
Nominated by: *Children & Families Shop Stewards Committee, Services for Communities Shop Stewards Committee*

*Branch Officer Elections continued....***Service Conditions Coordinator**

**Tam McKirdy** (Services for Communities)  
Nominated by: *Children & Families Shop Stewards Committee, Services for Communities Shop Stewards Committee*

**Service Conditions Convener**

**David Harrold** (Services for Communities)  
Nominated by: *Services for Communities Shop Stewards Committee, Children & Families Shop Stewards Committee, Corporate Governance Shop Stewards Committee*

**Service Conditions Convener (Craft)**

**Walter Weir** (Services for Communities)  
Nominated by: *Services for Communities Shop Stewards Committee.*

**Communications Officer**

**John Stevenson** (Children and Families)  
Nominated by: *Children & Families Shop Stewards Committee*

**Lifelong Learning Convener**

**John Player** (Children and Families)  
Nominated by: *Children & Families Stewards Cttee*

**International Officer**

**No Nomination**

**Young Members Officer**

**No Nomination**

**Auditors (2)**

**A Bennet** (Corporate Governance)  
Nominated by: *Andrew Barnett and Tam McKirdy (Services for Communities)*

**S Mullen** (Corporate Governance)

Nominated by: *Andrew Barnett and Tam McKirdy (Services for Communities)*

**Service Conditions Officers (5)****ELECTION REQUIRED**

**Three of these posts must be women so Tracey-Ann Don, Hanna Dzikowska and Amanda Kerr/Caroline McLean are elected. An election is required for two posts from the three male candidates.**

**Tom Connolly** (Children and Families)

Nominated by: *Children and Families Shop Stewards Committee; John Stevenson (Children and Families), David Harrold (Services for Communities), Hanna Dzikowska (Health and Social Care), Andrew Barnett (Services for Communities), Kirsten Hey (Health and Social Care), Tom Muir (Corporate Governance)*

**Tracey-Ann Don** (Corporate Governance)

Nominated by: *Corporate Governance Shop Stewards Committee.*

**Hanna Dzikowska** (Health and Social Care)

Nominated by: *Services for Communities Shop Stewards Committee; Tam McKirdy (Services for Communities), Gail Carmichael (Health and Social Care)*

**Joe Greenan** (Services for Communities)

Nominated by: *Services for Communities Shop Stewards Committee*

**Amanda Kerr/ Caroline McLean Job Share**

(Services for Communities)

Nominated by: *Services for Communities Shop Stewards Committee*

**Gerry Stovin** (Services for Communities)

Nominated by: *Services for Communities Shop Stewards Committee*

**Welfare Officer**

**Mike Smith** (Corporate Governance)/ **Carolyn McLean** (Services for Communities) **Job Share**

Nominated by: *Children & Families Shop Stewards Committee, Services for Communities Shop Stewards Committee*



# A Brief Guide to Branch Meetings

(See full standing orders at [www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk))

**W**e 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 put up your hand or 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.

**If you are unsure about anything at all - just ask the Chair. It's your meeting after all!**

## Venue: Assembly Rooms

**F**or almost 230 years, the Assembly Rooms has played host to thousands of events and famous people like Charles Dickens and Walter Scott, as well as previous UNISON branch meetings!



Owned by the City of Edinburgh Council, the venue underwent a huge refurbishment completed in July 2012.



Over 250,000 worker hours went into the project, which saw plasterwork restored, ornate finishes repaired and 25 chandeliers reconditioned. Many local skilled craftspeople employed traditional methods to recreate and revitalise the iconic Georgian features.

## How motions are ordered on the agenda

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)
- 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 have been submitted within the timescales and relevant. They require a two-thirds majority to be heard.

# UNISON City of Edinburgh Branch Annual Report 2012

## Austerity isn't working - spread the word

Is it too optimistic to say we began to turn the tide in 2012? Well, maybe you have to be an optimist to be a union activist, but there has been much for the Branch to be proud of in 2012.

It was a year that saw the last of the mass privatisations thrown out following a fantastic UNISON and community campaign. The importance of that victory for the whole of Scotland cannot be overestimated.

After years of hard work and legal action, UNISON achieved equal pay compensation offers for almost 3,000 workers in Edinburgh.

The new Labour/SNP coalition was as good as its word when it responded to our campaign and we won a Living Wage of £7.50 an hour from January 2013. The next step is to campaign to get the same for contractors' staff and in the community and voluntary sector. Why stop there? We need to take the argument out to encourage all employers in Edinburgh to come on board.

And let's not forget one-to-

one representation. Hundreds of members have been

represented by stewards and officers over the year, often in very difficult circumstances.

We also looked beyond our local issues. The Branch has been honoured to work with our colleagues in the London Borough of Barnet who are facing almost the whole council being sold off.

**We need to put an end to the myth that public services were the cause of the financial crisis'**

### Getting involved

With a new outlook from the Council, the branch is re-visiting the partnership policy it set back in 2000 to try to involve workers more, improve services and stave off the worst effects of the cuts facing us.

Amidst this progress, times are still hard. With successive multi-million cuts, the Council does not have its troubles to seek - and that spills over to the voluntary and community sector.

**John Stevenson**  
Branch President



Austerity measures from Westminster and Holyrood are destroying services and livelihoods but they are not making the economy better. They are making it worse.

It is all the more reason to urge the Council to stand up for the services we all rely on - and work with us to ensure there is something there to build on when times get better. The alternative would be services lost to a generation.

UNISON warned that cuts would bring a double dip recession. We were right.

We warned that job cuts in the public sector would damage local economies and would not create growth. We were right.

The fact is that the country is not less wealthy than it was, the money has just polarised with the gap between rich and poor widening.

We all need to take those arguments into our families and communities.

*Continued on page 6*

## Branch Officers and Staff 2012/2013

**President:** John Stevenson

**Chair:** Duncan Smith

**V/Chair:** Matthew Crighton

**Secretary:** Agnes Petkevicius. (*Andrew Barnett from Aug 2012*)

**Asst Secretary:** Kirsten Hey

**Treasurer:** John Stevenson

**Equalities:** Malcolm Parnell

**Health & Safety:** Dave McConnell

### Service Conditions

**Co-ordinator:** Agnes Petkevicius: (*Tam McKirdy from Aug 2012*)

**Convener:** David Harrold

**Convener (Craft):** Walter Weir

**Service Conditions Officers:** Shauna Clarke, Tom Connolly, Tracey-Ann Don, Hanna Dzikowska, Rory Gardener/David Harrold: (*Joe Greenan from Sept 12*)

**Communications:** Andrew Barnett/ John Stevenson

**Recruitment/Membership:** Irene Heggie (*Rab Amos from Nov 2012*)

**Welfare:** Mike Smith/ Carolyn McLean

**International:** Matthew Crighton

**Education:** Luke Henderson

**Lifelong Learning:** John Player

**Auditors:** A Bennett, S Mullen

## Branch Support Staff



Monica Niven  
(*Branch Support Officer*), Nicola Lee, Eileen Thomson.  
*Not pictured*  
Julianne Finlay



## President's report (continued)

from page 5

We need to put an end to the myth that public services were the cause of the financial crisis. On the contrary, investing in good public services is a major part of the solution.

### Scotland's future

And at home we need to get involved in Scotland's constitutional debate. Not on the basis of flags, borders or lists of powers in Edinburgh and London. But on the basis of what politicians intend to do with these powers to protect public services, improve rights at work, build full employment

and make Scotland a more equal place. If we miss the opportunity to put those things at the top of the agenda, whether people vote yes or no may make very little difference to building a fairer Scotland.

### Working together

The progress in 2012 is all the more encouraging because we have a relatively new officer team in place. The Branch Secretary's report pays tribute to Agnes Petkevicius, Irene Heggie and Matthew Crighton who left this year.

No branch can lose all that skill and experience without an

effect. But those who have stood up to the mark have shown a great talent for organising, for willingness to learn, for bringing skills and knowledge to the task and for real commitment to the union and its members - and most of all for trying to instill a real team culture.

It has been a huge transition for the branch support staff too who, as usual, show year in year out that this is not just a job, it is a cause they are committed to.

*John Stevenson*

## The issues facing members in 2013 - Chairperson's report

**W**hat are the issues facing members in 2013?

### Low Pay

We all know our wages stagnate while prices for food continue to rise and fuel bills go through the roof!

UNISON has pushed for the implementation of the Living Wage and the council's decision to put this in place from January is very welcome.

However, large numbers of local government workers in our city and across Scotland remain chronically undervalued and under paid.

The offer of 1% from the Scottish employers' organisation COSLA is clearly insufficient. A just settlement must address the issue of low pay and if it doesn't I believe we should ballot for strike action.

### Internal Improvement

Early in 2012 we won the battle to stop the council privatising a whole junk of our services. With the help of a vigorous community campaign we were able to keep the 4,000 jobs at risk in-house.

Since then we have been in negotiations with the council over plans to modernise these services in-house. Your service



**Duncan Smith**  
Branch Chairperson

conditions team is working hard to ensure that management involve staff and

that changes are agreed rather than imposed.

### Absence Management

After much debate in 2012 the branch signed up to a controversial new Sickness Absence procedure. Many still fear that the policy will result in people who are genuinely sick losing their jobs. All stewards have been offered training so that they understand the procedure and are able to challenge managers who issue warnings without justification.

### Pay Modernisation

The impact of the Pay Modernisation exercise in 2010 is still being felt.

The branch launched the 'Last Christmas' campaign in December to highlight the fact that some members are set to lose thousands of pounds in October when the three year pay protection period ends. A loss of income on this scale will be devastating for them and their families.

Following a successful lobby the council has agreed to set up a working party with us to chart a way forward. Please contact the branch office if you wish to know more or become involved in this important campaign.

### Everyone can recruit

The recent staff survey captured some of the feelings of low morale in parts of the council. A strong and active union can make a difference and make the council a better place to work.

We have had a good year in terms of attracting new members but we need to do better still. You don't need to be a steward to recruit so if you know colleagues who are not in the union ask them to join.

### It's your union

Overall the branch is in good shape with an experienced and keen group of branch officers and stewards ready to tackle whatever the council comes up with.

Ultimately though, the health of our branch rests on having members who support one another and are prepared to take action together.

# Advertise success but be mindful of challenges ahead

The last 12 months have been a story of success but also a story of massive upheaval and change. As we look back, we can hold our heads high and have confidence to move forward to face the challenges that the next 12 months have in store for us.

Reflecting on some of our achievements over the last year, it is clear that we have a lot of which we can be proud:

- We have extinguished the threat of wholesale privatisation through the Alternative Business Models programme;
- We have finally settled our Equal Pay claims and, once the pay-outs are completed, we will have brought this long running saga to a close;
- We have won a Living Wage of £7.50 for our lowest paid workers after years of union campaigning and will bring 2000 staff members out of "poverty pay".

The year has also seen some changes at the Branch Office. We have seen the retirement of Agnes Petkevicius and Irene Heggie from their posts and in the coming year, due to UNISON rules, we will sadly see the departure of Matthew Crighton.

Between those three we have lost nearly a century of trade union experience and they will be sorely missed.

In Irene we lose an inspiring, active and dedicated recruitment officer and trade union activist. She has been a stalwart of our branch for many years and we wish her well in her retirement.

With Matthew we lose an excellent International officer and Labour Link Officer. We will miss his enthusiasm and knowledge in these important roles.

Finally, and by no means least, we lost a Branch Secretary, Service Conditions Coordinator

and Staff side Secretary all rolled into one - Agnes Petkevicius. Agnes has been absolute bedrock of the branch. Her hard work, dedication, experience and knowledge will be sorely missed - in fact it is a testament to her hard work that it has taken three people to replace her! Again, we wish her

## **'We are a strong union and we work better together as a team'**

well in her retirement and offer our thanks for all her work over the years.

I'd also like to thank the branch officers for the excellent work they have done over the last 12 months and would also like to specifically thank the branch support staff for their vital contribution.

It is impossible to say just how valuable our support staff are and we are grateful for the hard work and support they provide us.

We have worked well as a branch this year and we enter the coming year in a strong position to face the challenges ahead.

We are pleased to welcome a new administration who bring forward a new ethos of partnership working and we look forward to developing that partnership. However, this does not mean that we rest on our laurels - there are significant challenges for us over the next year, including:

- The ending of the three year Modernising Pay protection period draws near. October will be a crucial time for many of our low paid members and we must ensure that we minimise the impact by working constructively to resolve any outstanding issues.
- The Internal Improvement plans also provide significant challenges and we must ensure that we continue to work in the

**Andrew Barnett**  
Branch Secretary



best interests of our members and secure the best outcomes as we progress through the process.

- Lastly, we must maintain an effective watch over the overall priority based planning budgeting exercise and make sure that our members' interests are protected. We must not let this be a smokescreen for cuts and we must vigilantly defend our terms and conditions if they come under attack.

## **National involvement**

Edinburgh was centre stage at the UNISON UK National Conference this year as delegates celebrated the 'Our City's Not For Sale' success.

A special fringe meeting was held with Barnett and Sefton to share experiences of the campaign and the branch got a special mention from General Secretary Dave Prentis.

At Scottish level, Edinburgh's John Stevenson is on the Scottish Committee and chairs the Communications Committee, Dave McConnell is on the Health and Safety Committee and Mike Smith is on the Welfare Committee.

## **Lot to be proud of**

We have a lot to be proud of as a union. We have made some major achievements this year. We must not be shy in advertising these successes but be mindful of the challenges ahead.

We are a strong union and we work better together as a team. We are stronger in UNISON and I hope to continue working with you, our membership, to protect our services and improving our workplace.

## Number of safety reps has doubled but more needed

A constitution for the CEC Corporate Safety Group has still not been agreed nearly 2½ years after discussions commenced but negotiations continue with a view to a functioning structure being in place early in 2013.

This agreement must encompass planned workplace inspections, risk assessment and accident investigation to be acceptable to the trade unions.

The number of UNISON Safety Reps within CEC has nearly doubled from 14 to 26 but remains insufficient to deal with 600+ workplaces.

Retaining existing Reps and recruiting and training more is an absolute priority in 2013. The position in other employers is similar.

Attendance at Branch Health

and Safety Sub-Committee is improving but it needs to link more effectively with other Branch Committees and the Steward's Committees.

It's important that committees nominate the full allocation of delegates in order that the meeting runs correctly. It remains essential that Safety Representatives attend the meetings so that good practices can be promoted throughout the Branch and support our hard pressed Safety Representatives.

Effective Joint Trade Union Sides are taking shape at Departmental level; each Council Department now has a functioning Safety Committee attended by all relevant trade

**Dave McConnell**  
Health & Safety Officer



unions. The priority for this year is to make these Committees more effective at scrutinising the measures in place to protect worker's health and safety.

Recruitment, workplace inspections and embedding the Safety Committee and branch structures will be the high priorities for 2013 along with putting in place structures to tackle the workplace health issues associated with stress and shift working.

## Lifelong Learning

### Unveiling the myths about the financial crisis

When I was elected at the Branch AGM in 2012 I said I would use the remit of the Officer Post to link more closely with the approach to exposing the contradictions in the current crisis in public sector caused by the economic system with its roots in the U.S. subprime mortgage crisis.

I was keen also to assist members in adult basic education, functional and critical literacies, analytic skills and introduction to study skills along with educational opportunities to develop theoretical insights.

I have set about addressing these tasks by:

1. On 14th March 2012, along with STUC, I led an educational event on unveiling the myths about the current financial crisis.

2. Again along with STUC,

the I organised a course for shop stewards

and activists on Friday 13th July at the UNISON Learning Centre, Belford Road, Edinburgh. The STUC introduced There is a Better Way course to educate members/activists on the economic crisis. This course will be delivered as widely as possible.

3. To complement the above the Branch agreed to allocate a budget, in the first instance, of £120.00 for key texts for such above events.

4. Secured the necessary financial resources from the STUC Learning Fund to deliver a 'Study Skills for Social Care Workers' to be delivered early 2013.

5. Again, secured the necessary financial resources

**John Player**  
Lifelong Learning Officer



from the STUC Learning Fund to deliver a 'Lifelong Learning and Critical Thinking' course to be delivered early 2013 with the view of attracting UNISON Library staff in the first instance.

The course will start on: Monday 4th February - East Lothian Room, Lothian Chambers, George IV Bridge, Edinburgh

I intend to develop this role as Lifelong Learning Officer in ensuring that functional and critical education opportunities are provided for City of Edinburgh UNISON Branch members.

# 'Stunning victories' in challenging year for negotiations

Firstly it is crucial to record the role that Agnes Petkevicius played in addressing service conditions issues within the branch up to her retirement in July 2012.

Although Agnes is enjoying a well-deserved early retirement her effort and legacy carries on into this year and no doubt beyond.

Thank you from all of us!

Along with the usual range of service conditions issues that affect members individually and collectively - disciplinary hearings, grievance and sickness absence issues that are being addressed by the service conditions team and shop stewards - there are a wide range of collective bargaining and negotiating matters being tackled through services reviews (too many to count!), the Internal Improvement Programmes and Policy and Procedures updating.

These are being tackled by a growing number of shop stewards; through the auspices of the four departmental shop stewards committees in Services for Communities, Children and Families, Health and Social care and Corporate Governance and by the elected branch officers in service conditions and specific posts such as Equalities, Education and Lifelong Learning.

The strength and effectiveness of this team is the most pleasing and positive result of the hard work carried out this year.

## Recruitment

To ensure that we continue to represent our members into the next year of negotiating, bargaining and representation in the manner that they expect and deserve it is crucial that

we continue to recruit both new members and workplace representatives.

The membership numbers continue to increase. Recruitment initiatives such as Stronger Together and issues such as Equal Pay act as vehicles for this.

However it is imperative that we all consider recruitment to be a constant responsibility not just

**'The greater our membership, the stronger our negotiating position.'**

a means of addressing a single issue or something that happens once a year for a month.

Ask your colleagues to join, ask new starts to join. Set yourself a goal of recruiting five members this year.

The greater our membership the stronger our position is when negotiating with our employers.

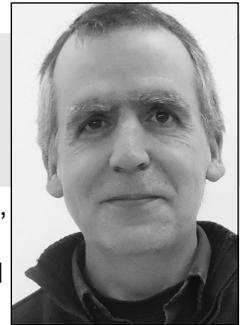
Along with increasing our membership numbers consider becoming a workplace representative. All our shop stewards, learning reps and health and safety reps are supported, trained and accredited within these roles to a level that develops both them personally and makes us a stronger branch.

## Internal Improvement Programmes

Following on from the outstanding campaign to defeat the council's privatisation plans is the hard work to ensure that the in-house options meet the needs of our members.

Whilst acknowledging that the Internal Improvement Programmes (IIP's) are not only tasked with improving services through service efficiencies but have a cost

**Tam McKirdy**  
Service Conditions  
Coordinator



saving consideration, our immediate brief is to secure jobs and resist job re-design that results in a dilution of our members terms and conditions.

The three programmes: ImProve-it, C&TS and IPFM are

currently in the process of finalising their business case which will be submitted to full council sometime in the first quarter of 2013.

The three programmes are working to a Partnership Model.

We are engaging with this model as doing so was a key part of the commitment we gave to the councillors that backed our successful campaign and voted for the in-house option.

The Partnership Model, for the first time in most services, brings us to the table as 'stakeholders' in the process. Every discussion about the affected services and programme projects involves staff through partnership meetings, focus groups, co-design groups and 'toolbox talks'.

Understandably this 'new approach' is met with cynicism from some and resistance from others - on both sides of the table - but it is a work in progress and a promising start has been made.

*Continued on p10*



David Harrold,  
Convener



Wattie Weir,  
Convener Craft

## SC Officers



Tom Connolly  
Staff Side Secretary



Shauna Clarke



Tracey-Ann Don



Hanna Dzikowska



Joe Greenan

*Continued from page 9*

### Modernising Pay

UNISON has, to date, been involved in 136 modernising pay appeals.

The process is almost complete. Whilst there have been a couple of dozen 'upgrades' as a result there has also been a wide range of outcomes that fail to recognise the position presented.

We intend to commission an Equalities Impact Assessment to determine what our next step is.

Members should be reassured that UNISON is not accepting that the outcome of these appeals is 'final' and we will continue to pursue this issue until all legal avenues have been pursued.

The pay protection issue is also being addressed.

Following the imposition of modernising pay, staff that were 'red-circled' received pay protection for three years. This finishes in October 2013.

At that point many staff will face a drop in income that, for some, could be as much as £5,000.

The Last Xmas campaign (so named because this was our last Xmas when we receive the payment) has resulted in management agreeing to get round the table very soon to discuss ways of minimising these losses.

### Equal Pay

Following the landmark decision to acknowledge UNISON's position regarding the equal pay claims of up to 3,000 council employees, members are now receiving their payments.

The campaign was a long hard battle and the outcome is testimony to the hard work put in by both our office support staff and the legal offices.

### College Merger

On October 1st 2012 the three Edinburgh colleges; Telford, Stevenson and Jewel & Esk merged to form the Edinburgh College.

As a result of this discussions have taken place to form a new recognition agreement with UNISON to cover the new college.

Following that harmonisation, talks will take place to determine the best possible terms and conditions for our members within the new college.

These negotiations are lengthy and intense and recognition should be given to the hard work put in by our college based UNISON reps.

### Edinburgh Leisure

2013 will see Edinburgh Leisure undertake job evaluation for its 700 plus staff. As we know, this is a difficult process and negotiations are expected to commence soon.

Again this will be helped by increasing our membership base through a targeted recruitment drive.

### Community and Voluntary Sector

As with almost every sector the squeeze on funding is leading to difficult times at present for our members within the 100 plus organisations that our Branch looks after.

This is leading to service reviews and potential redundancies.

So far this has been, in the main, successfully addressed by the Branch however the reality is that most cuts have been cushioned so far and it is likely that an uncertain future is around the corner.

Again, recruitment is key to strengthening our ability to negotiate the best outcomes.

### Report Card

It was a challenging year with constant, difficult negotiations on a wide range of employment related issues for our members in the Council, 12 associated bodies and 100 plus voluntary organisations.

However there were some stunning victories (defeating privatisation and winning equal pay) and we emerge stronger and more united.

The next 12 months will undoubtedly present just as many, if not more, challenges but with a stronger team and an increasing membership and activist base we are set to once again rise to the challenge.

## Education

### The more trained stewards we have, the better we can resist



**Luke Henderson**  
Education Officer

**W**orkplace stewards are the lifeblood of our union. Over the last

year I have helped ensure a number of new stewards have

received training to get them going, but we always need more stewards.

I encourage you to consider becoming a steward so that you and your colleagues can get the latest information, representation and training.

I have also organised training

specifically on Edinburgh City council policies on the new sickness absence policy and stress as well as mental health awareness.

The more trained stewards we have the better we can resist the attacks from both our council and the government.

## Equalities more firmly embedded in union activity

Being new in a branch officer post it was important to prioritise rather than rush to cover every activity.

Two main tasks emerged. Firstly, raising the profile and impact of equalities and secondly, the need to test the potential for re-establishing the Equalities Committee.

Profile raising took place in a variety of ways:

- Ensuring an equalities input to Branch Officers on new policies being negotiated/ developed, of particular note the Absence Management Policy and toolkit

- Direct dialogue with the employers on policy development e.g. Equality and Rights in Employment and I have been part of the Disability Review Working Group

- By attending Stewards, Branch, Policy & Finance and Service Conditions meetings as often as possible to provide an equalities perspective

This has made an impact as there have been increasing requests from branch officers and stewards for equalities advice or opinion on cases.

This demonstrates an awareness of equalities aspects in disciplinary and grievance cases and a willingness to seek advice.

The Equalities Committee was re-convened. The two monthly cycle of meetings has meant not as many meetings as desirable and some meetings were cancelled. The principle of having an active committee has been established and can be developed.

My dream of spectacular progress and successes has not happened but equalities are more firmly embedded in union activity and there is a solid platform to build on.

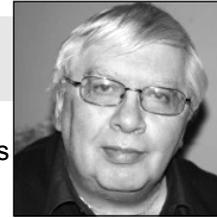
The two biggest challenges for next year are:

- The sickness absence management policy which will impact on women, the disabled and older staff harder than others

- Government changes to the benefits will have the greatest impact on low paid staff, mainly women, and on members of the public. There will be increased poverty and exclusion.

We have a collective responsibility to scrutinise the

**Malcolm Parnell**  
Equalities Officer



decisions taken by the employers that impact on our members and the public, call them to account and challenge them. To do this we need vigilance, information and organisation.

The basics are in place to meet these challenges and priorities for the coming year are identified:

- To continue to ensure equalities inputs to UNISON activity (Meetings, policy development/negotiation and case work)

- Ensure regular Equalities Committee meetings to monitor, record and discuss breaches of the Equality Act, advise on new initiatives and monitor and review the impact of changing legislation

- To kick start the self-organising groups

- To work with the Education Officer so branch officers and stewards have access to equalities training.

Whether I continue or not, these priorities should remain. It has been an honour and a privilege for the last year. Thank you.

## Communications

### Recruitment and organising focus in 2012

The main thrust in 2012 was the build up to the huge recruitment drive in the autumn with adverts on taxis, buses, billboards and an adtrailer backed up by bespoke Edinburgh leaflets.

The sickness absence negotiations, the build up to the national march and rally in October, Health and Safety Inspections and more recruitment material for specific workplaces are just some examples of the hoards of publicity material produced this

year to back up organisation on the ground.

Along with this, staff member Julie Finlay has produced materials for new members and new stewards.

- **The website** continues to be well used by members for queries, updating details, joining the union and seeking advice or responding to consultations. It is also a huge resource for information to challenge the cuts.

Alongside that, the redesigned **blog** and links to **Twitter** and

**John Stevenson/ Andrew Barnett**  
Communications Officer

**Facebook** allow us to update members in real time when big issues arise.

- **The media:** Our media profile has remained high with good radio and TV coverage and regular coverage in the local and national press. We even made the front page of the Morning Star on the equal pay victory!

Thanks to fellow officers and staff for their help throughout the year, especially to staff Monica, Julie, Nicky and Eileen for another year of things needing done by yesterday!

## LabourLink: Debate needs positive vision for Scotland

The local elections in May resulted in Labour becoming once again the largest party in the City of Edinburgh Council after the dismal period of control by the Lib Dem-SNP coalition.

In opposition the Labour group had worked with the branch to oppose the ABM privatisation programme and in the end the SNP group had voted that way as well.

The creation of the new Labour-SNP administration confirmed the end of large-scale outsourcing and the co-operative ethos of the new leader Andrew Burns has brought a positive change in the relationship between the council and the unions.

Their introduction of the Living Wage as the minimum for all staff has been another very welcome step from this administration.

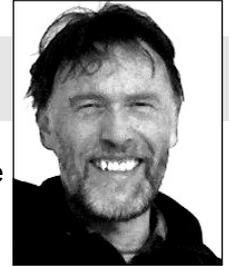
At the Scottish level, however, I guess many UNISON members were surprised and disappointed by the attack on universalism from the Labour leader Johan Lamont in September.

It is one thing to point out that the SNP has no answer to how it can sustain its low tax policies as well as its support for universal measures like free prescription, social care for the elderly and no university fees.

It's another for Labour to give up on finding ways for a rich country to support these things and instead to adopt the populist voice of the right when talking about a 'something for nothing culture'. Labour won't win by shifting to the right of the SNP!

We are waiting for Labour to present a positive vision for Scotland to take into the debate

**Matthew Crighton**  
LabourLink Officer



about the independence referendum.

The position of Labour Link Officer is now vacant. It has to be filled by Labour Link levy-payers - members who pay the levy into the affiliated political fund - and a meeting open to those members will be advertised in the next branch magazine for this purpose.

Through Labour Link we appoint members as delegates to the local constituency labour parties and we take part in UNISON's work in the Scottish Labour Party.

It's often rewarding and always interesting! Contact me if you would like to know more.

## General Political Fund

### 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 and 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.

**In 2010, the GPF funded the newspaper ads for the Branch's 'Our City's Not For Sale' campaign and it had supported our campaigning**

**through 2011.**

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



Are you fighting outsourcing or privatisation?  
Are you fighting discrimination in any of its forms?  
Does your region or branch want to promote UNISON to the wider public?  
If the answer to any of these questions is "yes" then you should contact UNISON's General Political Fund work.  
The UNISON General Political Fund can be used to pay for political campaigning at branch, regional and national level. Any branch that has members contributing to the GPF is eligible to apply for financial support from the fund.

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.

## Edinburgh World Justice Festival revived

After a year in which it was dormant, the Edinburgh World Justice Festival was revived this year as a result of the decision of this branch to rebuild it, carried out by myself as International Officer and with active support of other branch members.

Having confirmed the support of partner organisations the key step was to convene a new group to plan the festival. There's always room for more so get in touch if you are interested.

The launch event of the festival focused on economic alternatives and featured brilliant contributions from Katherine Trebeck of Oxfam, Richard Leonard of the GMB union, Sally Fulton of the Church of Scotland and Chris Sharp of Occupy.

Attendance at all of the eleven events was good. The branch was particularly involved in the ones about Venezuela (How has Venezuela done so much in one decade?) and 'World Justice - what would it take?', a discussion of different perspectives on how to put the world to rights.

Other events concerned Burma, Palestine and the growing use of drones by the USA and UK.

As proposed at the last AGM I helped organise a conference on Latin America. Entitled 'Learning from Latin America' it was held in Glasgow in December. There were great speakers from Venezuela and Ecuador and contributions from people in Scotland who have learnt from Latin America in the fields of environment, local democracy and development. A report on the conference is available on the website [www.scottishvenezuelasolidaritycampaign.org.uk](http://www.scottishvenezuelasolidaritycampaign.org.uk) or from me directly.

The achievements in Latin America are won in the teeth of opposition from the USA and local elites - as demonstrated last year by the 'administrative coup' in Paraguay against President Logo. There's a constant need for vigilance!

The Middle East remains in a state of turmoil and our heart goes out to the Syrian people as they suffer a long civil war. All the same we need to hold the line against getting involved militarily.

We also need to be vigilant against military threats against Iran, whether by the USA or its key ally in the region, Israel -

**Matthew Crighton**  
International Officer

itself armed with and prepared to use nuclear weapons.



The suffering of the Palestinians at the hands of the Israeli state continue, in particular with the intensive attacks on Gaza; and the plans for more large illegal settlements on the West Bank - these in 'retaliation' for the UN vote in favour of giving the Palestine Authority recognition.

Locally our branch has been an active supporter of protest actions, including outside performances by the Batsheva Dance Company in the International Festival, pursuing our policy of supporting boycott of Israel - Batsheva is supported by the Israeli government as part of Brand Israel.

On a very local note I can report that Eden Springs, an Israeli-owned water cooler company is no longer supplying water to the the Council - an outcome we have been campaigning for.

## Branch Committee Attendances - January to December 2012

Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT
<b>Branch Officers</b>			Dave McConnell	12	11	Jackie Corrie	12	0	<b>LVJB (2)</b>		
John Stevenson	12	10	Irene Heggie <i>*Resigned</i>			Carol Griffin	12	2	Jim Hood	12	9
Duncan Smith	12	12	October 2012	6		Karen McLean	12	7	Kath Tweedie	12	11
Matthew Crighton	12	9	Rab Amos <i>*Elected</i>			<b>Corporate Governance (3)</b>			<b>Sers for Communities (9)</b>		
Andrew Barnett	12	9	November 2012	2		Tom Muir	12	9	Rhona Cameron	12	6
Agnes Petkevicius <i>*Retired</i>			Luke Henderson	12	6	Hugh Menzies	12	3	Amanda Kerr	12	8
June 2012	6		Mike Smith	12	0	<b>Further Education (3)</b>			Gerry Stovin	12	2
Kirsten Hey	12	5	Carolyn McLean	12	6	No delegates appointed			Joseph Baxter	12	5
Tam McKirdy	12	12	John Player	12	8	<b>Health &amp; Social Care (11)</b>			Sean Donnelly	12	6
David Harrold	12	10	Malcolm Parnell	12	6	Ros Butler	12	7	<b>Voluntary Sector (5)</b>		
Walter Weir	12	4	<b>Associated Bodies (2)</b>			Mary McCrean	12	8	No delegates appointed		
Shauna Clarke	12	7	No delegates appointed			Ann Robertson	12	1	<b>Self Organised Groups (8)</b>		
Tom Connolly	12	6	<b>Chief Officers (1)</b>			Marlyn Tweedie	12	11	No delegates appointed		
Tracey-Ann Don	12	4	No delegates appointed			Murdo MacLean	12	4	<b>Retired Members (1)</b>		
Hanna Dzikowska	12	5	<b>Children &amp; Families (13)</b>			Brian Crozier	12	3	Rose Jackson	12	2
Rory Gardener	12	1	Lorna Dunn	12	6						
Joe Greenan	12	4	Evie Hanlon	12	10						

PLEASE NOTE THIS STATEMENT IS UPDATED AND AMENDED FROM THE INITIAL CIRCULATION

## UNISON City of Edinburgh Local Government &amp; Related Sectors Branch 07349

Statement of Income and Expenditure  
for the period ended 31 December 2012

INCOME	2011	2012
Branch Retention	£ 319,898.32	£ 281,182.68
Branch Retention due from HQ	£ 0.00	£ 5,798.16
Subscriptions-Members	£ 1,784.25	£ 1,521.81
Subscriptions-Retired Members	£ 955.00	£ 919.00
Subscriptions-Unemployed Members	£ 136.00	£ 136.00
Other income	£ 3,275.46	£ 162.86
Staff pensions deductions	£ n/a <sup>1</sup>	£ 6,919.32
<b>TOTAL INCOME</b>	<b>£ 327,801.46</b>	<b>£ 296,639.83</b>
EXPENDITURE	2011	2012
Affiliations-Conf/Meet/Rallies	£ 1,241.70	£ 1,190.70
Affiliations-Donations	£ 650.00	£ 1,019.00
Affiliations-Subscriptions	£ 998.25	£ 1,100.25
Bank Charges	£ 15.00	£ 12.02
Black Members SOG	£ 184.28	£ 0.00
Branch Meeting Expenses	£ 11,022.88	£ 10,507.10
Branch retention adjustment	£ n/a <sup>2</sup>	£ 1,201.94
Casework Expenses	£ 177.50	£ 64.50
Cleaning	£ 2,082.10	£ 2,616.20
Disabled Members SOG	£ 610.04	£ 998.75
Education-Fees	£ 985.60	£ 2,746.74
Education-Travel & Subs	£ 1,223.41	£ 1,058.35
Electricity	£ 4,574.15	£ 1,691.12
Gifts and Donations	£ 1,709.14	£ 578.20
Hardship Fund Grant	£ 0.00	£ -2.16
LGBT SOG	£ 279.10	£ 1,194.40
Library	£ 1,750.02	£ 653.20
Miscellaneous-Conf/Meet/Rallies	£ 3,595.26	£ 382.10
Miscellaneous-Donations	£ 210.00	£ 150.00
National Conference Creche	£ n/a <sup>2</sup>	£ 1,037.82
New Office Expenses	£ 40,071.23	£ 40,744.66
Office Bearer Expenses	£ 7,175.49	£ 3,279.89
Office Expenses	£ 23,176.14	£ 7,390.05
Office Service charges	£ n/a <sup>3</sup>	£ 6,887.08
Photocopying	£ 1,495.75	£ 2,720.31
Postages & Telephones	£ 18,703.14	£ 20,986.67
Printing & Stationery	£ 13,512.70	£ 15,604.05
Printing and Reproduction	£ 1,243.52	£ 1,464.60
Publicity & Recruitment	£ 7,339.18	£ 9,824.27
Rent & Rates	£ 45,079.30	£ 58,514.00
Retired Members Section	£ 1,537.15	£ 1,895.40
Scottish Region Expenses	£ 871.50	£ -2,471.20
Staffing Costs	£ 73,483.27	£ 86,962.64
Staff pensions to HQ	£ n/a <sup>2</sup>	£ 26,947.50
Stewards Expenses	£ 1,536.16	£ 669.91
Subscriptions to Headquarters	£ 1,935.62	£ 1,657.81
Subscriptions overpaid refunds	£ n/a <sup>4</sup>	£ 2,088.34
Unison-Annual Conferences	£ 5,006.20	£ 11,705.45
Unison-Conf/Meet/Rallies	£ 8,768.03	£ 5,856.19
Unison-Donations	£ 950.00	£ 650.00
Welfare	£ 0.00	£ -7.80
Young Members SOG	£ 150.00	£ 0.00
<b>TOTAL EXPENDITURE</b>	<b>£ 283,342.81</b>	<b>£ 331,570.05</b>
<b>TOTAL INCOME</b>	<b>£ 327,801.46</b>	<b>£ 296,639.83</b>
<b>TOTAL EXPENDITURE</b>	<b>£ 283,342.81</b>	<b>£ 331,570.05</b>
<b>SURPLUS/ (DEFICIT)</b>	<b>£ 44,458.65</b>	<b>£ (34,930.22)</b>

The Branch finances remain healthy. Despite running a deficit this year, we have more than adequate reserves to manage that.

As you will see, the deficit is largely due to one-off expenditure on infrastructure in the new branch office and a reduction in income in the latter part of the year. Income will be adjusted again by HQ in 2013 when we expect it to rise.

The AGM last year agreed to pay for the office infrastructure from the General Fund and to maintain the Premises Fund for future repairs and other eventualities.

The Strike/Hardship Fund is very healthy and there is no need to transfer any further funds to it this year.

There has been some rearranging of budget heads to help with better accounting and these are explained in the notes below.

John Stevenson  
Branch Treasurer

UNISON City of Edinburgh Local  
Government & Related Sectors Branch  
Balance Sheet as at 31 December 2012

ASSETS	2011	2012
Prepaid Alto Cards	£ 810.62	£ 1,193.04
Branch retention due from HQ	£ 0.00	£ 5,798.16
Cash in Hand	£ 4.87	£ 11.03
General Fund	£ 125,868.63	£ 84,767.67
Strike/Hardship Fund	£ 147,310.55	£ 148,749.43
Premises Fund	£ 71,654.91	£ 71,798.68
<b>TOTAL CASH AND BANK ACCOUNTS</b>	<b>£ 345,649.58</b>	<b>£ 312,318.01</b>
Other Assets	£ 0.00	£ 0.00
Total Other Assets	£ 0.00	£ 0.00
<b>TOTAL ASSETS</b>	<b>£ 345,649.58</b>	<b>£ 312,318.01</b>
Other Liabilities	£ 0.00	£ 0.00
Total Other Liabilities	£ 0.00	£ 0.00
<b>TOTAL LIABILITIES</b>	<b>£ 0.00</b>	<b>£ 0.00</b>
EQUITY	£ 345,649.58	£ 312,318.01
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>£ 345,649.58</b>	<b>£ 312,318.01</b>

We have examined the books and accounts of UNISON City of Edinburgh Local Government & Related Sectors Branch and in our opinion the above balance sheet and income and expenditure account gives a true and fair view of the financial position of the branch at 31 December 2012 and for the period ended on that date.

Alan Bennett  
Branch Auditor

Stuart Mullen  
Branch Auditor

<sup>1</sup> Previously included in Staffing Costs

<sup>2</sup> Previously included in Branch Retention which was shown net of these deductions

<sup>3</sup> Previously included in Office Expenses.

<sup>4</sup> Results from exercise in contacting members still paying directly to the branch. Some had been making duplicate payments.

## 'Stronger Together in UNISON' is campaign message

Membership is holding up well in the branch despite job losses and we have recruited over 800 new members this year.

Edinburgh has been one of the most successful branches in Scotland in maintaining membership despite cuts in local government.

We are in the odd position for the first time I can recall of having exactly the same number of members at 31 December this year as we had last year!

The picture is even more positive with a surge in new members towards the end of the year and in January.

Before she left as Membership/ Recruitment Officer, Irene Heggie took a number of initiatives forward including stalls at Chesser and Waverley Court.

There was a major UNISON recruitment drive in the autumn of 2012 in Scotland and there will be a further UK campaign from March 2013.

The autumn campaign saw officers and stewards leaflet workplaces backed up by an ad-trailer, bus adverts, billboards and taxi adverts in the 'Stronger Together' campaign.

It is also important to recruit new stewards and the branch has started campaigning on that issue too.

We need to maintain membership levels to keep our strong influence as a union.

Rab Amos, our new Membership/ Recruitment Officer, has a long history in the trade union movement and will be taking forward these campaigns in the new year.

*John Stevenson*

**"I want to know  
I'm getting a  
fair deal at work"**

Better pay • More holidays • Equal pay  
Safer workplaces • Better training

**0845 355 0845**  
[unison-scotland.org.uk/join](http://unison-scotland.org.uk/join)

**STRONGER TOGETHER IN UNISON**



### Membership at 31 December 2012

**Department . . . . .31/12/2011 . . . . .31/12/2012 . . . . .Var**

Associated Bodies . . . . .	195	154	-41
Children & Families . . . . .	2,445	2,573	+128
Corporate Governance . . . . .	523	497	-26
Edinburgh Leisure . . . . .	139	132	-7
Further Education . . . . .	233	206	-27
Health & Social Care . . . . .	2,029	2,051	+22
Services for Communities . . . . .	1,526	1,968	+442
Valuation Joint Board . . . . .	59	51	-8
Voluntary Sector . . . . .	560	622	+62
Unallocated . . . . .	56	61	+5
<i>(City Development . . . . .)</i>	<i>237</i>		
<i>(Finance . . . . .)</i>	<i>313</i>		
<b>TOTAL . . . . .</b>	<b>8,315</b>	<b>8,315</b>	<b>0</b>

Student . . . . . 0 . . . . . 0 . . . . . 0

Unemployed . . . . . 69 . . . . . 83 . . . . . +14

Retired Members . . . . . 1,065 . . . . . 1,119 . . . . . +54

**TOTAL . . . . . 9,449\* . . . . . 9,517 . . . . . +68**

Recruited 1/1/12 - 31/12/12 = 851 Officially resigned = 64

**\*PLEASE NOTE:** Transfers from the previous City Development and Finance to Services for Communities and Corporate Governance have affected these figures. It is very unusual that we have exactly the same number of members as last year so we have double checked this. It is a considerable success recruiting over 800 members when so many jobs have been lost. *\*Corrected from 2011.*

### Audit for proportionality and fair representation

**Figures in brackets show 2011 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.**

#### 1. Women

Branch	Branch Cttee	Officers	Stewards
69% (69%)	45% (45%)	27% (27%)	39% (39%)

#### 2. Branch Committee breakdown

Breakdown of Women as at 31/12/12

a) Women on dept.delegations

Department	Should be	Actual
Associated Bodies	66% (56%)	0% (0%)

Department	Should be	Actual
Children & Families	84% (84%)	38% (31%)
Corporate Govnce	66% (64%)	0% (0%)
Edinburgh Leisure	50% (38%)	0% (0%)
Further Education	66% (66%)	0% (0%)
Health & Social Care	81% (80%)	36% (50%)
Sers for Communities	56% (40%)	22% (38%)
Valuation Joint Board	50% (63%)	50% (50%)
Voluntary Sector	60% (74%)	0% (0%)

#### b) Women on delegations

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

% of Women among delegates to Branch Committee = 45% (45%)

## Minutes of AGM 2012

**MINUTES of BRANCH ANNUAL GENERAL MEETING held on 22nd FEBRUARY 2012 in the QUEENS HALL, CLERK STREET, EDINBURGH**

### 1. OPENING REMARKS/ INTRODUCTIONS

The meeting was chaired by the Branch President.

The Branch President advised the meeting the Supplementary Agenda circulated to the meeting included corrections to the Annual Report. This has been corrected on the branch website. He also apologised that due to printing timescales the Financial Report was missing from the AGM booklet and was included in the Supplementary Agenda.

The Supplementary Agenda also has an Emergency Motion 'Use of Consultants' and an Amendment to Motion 10 'Labour and Trade Union Voice for the Alternative'.

An Emergency Motion on 'Use of Consultants' was also circulated. The Emergency Motions received the required two-thirds support to be submitted to the Agenda. The branch negotiators will give an update on talks so far before the motion on Sickness Absence Policy is heard.

The Branch President advised the meeting an election was required for the Equalities Officer post. No election was now required for the Lifelong Learning Officer post as David Hop had withdrawn his nomination.

### 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 2011

The minutes of the last Branch Annual General meeting of 7th March 2011 were AGREED as a correct record with no matters arising.

### 5. ANNUAL REPORT 2011

No questions were raised on the Annual Report.

### 6. FINANCIAL STATEMENT

The meeting AGREED the previously

circulated financial statement.

### 7. ELECTION OF BRANCH OFFICERS

The undernoted were elected unopposed:

President: John Stevenson (Children & Families)  
Chairperson: Duncan Smith (Services for Communities)

Vice Chairperson: Matthew Crighton (Retired)

Secretary: Agnes Petkevicius (Children & Families)

Assistant Secretary: Kirsten Hey (Health & Social Care)

Treasurer: No nomination

Service Conditions Co-ordinator: Agnes Petkevicius (Children & Families)

Service Conditions Convener: Tam McKirdy (Services for Communities)

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

Service Conditions Officers: Shauna Clarke (Services for Communities)

Tom Connolly (Children & Families)

Tracey-Ann Don (Corporate Governance)

Hanna Dzikowska (Health & Social Care)

Rory Gardener/David Harrold (Services for Communities) (job-share)

Education Officer: Luke Henderson (Services for Communities)

Lifelong Learning Officer:

John Player (Children & Families)

Welfare Officer: Mike Smith (Corporate Governance) and Carolyn McLean (Services for Communities) (job-share)

International Officer: Matthew Crighton (Retired)

Recruitment/Membership Officer:

Irene Heggie (Corporate Governance)

Health & Safety Officer: Dave McConnell (Corporate Governance)

Election required for the following Branch Officer post: Equalities Officer

Following a ballot Malcolm Parnell (Children & Families) was elected to the post.

No nominations were received for the post of Vice Chairperson (woman's seat), Treasurer and Young Members Officer. These vacancies would be remitted to the Branch Committee for action.

### 8. PRESENTATION AND QUESTIONS AND ANSWER SESSION

The meeting received updates on the ongoing negotiations/discussions on the following matters:-

- Our City's Not for Sale
- Pensions
- Modernising Pay Appeals

This was followed by a Question and Answer session.

At this point the negotiating team circulated a briefing paper to the meeting 'Current Position in Absence Management Negotiations'.

### 9. RULE CHANGES

None submitted.

### 10. POLICY MOTIONS

#### 1. Campaigning and organising against privatisation

*Proposed by John Stevenson and Agnes Petkevicius (Children and Families)*

*To be submitted to National Delegate Conference*

Conference congratulates members, activists and the community in Edinburgh on their two year long campaign that resulted in the Council voting against three major privatisations affecting over 4,000 jobs. It recognises that, had these privatisations gone through, they would have been the biggest ever in local government in Scotland and would have opened the floodgates across other Scottish local authorities.

The success of this campaign depended on a range of interrelated initiatives:-

- Research and analysis
- members' briefings and meetings
- lobbies, demonstrations, public leafleting
- public meetings and building community and user group links
- political lobbying publicity, bulletins, leaflets and briefing packs
- bargaining and negotiation.

Conference recognises the work of officers and activists in analysing and scrutinising the plans to expose dubious comparators, the lack of a level playing field, the lack of consultation and a range of other issues which led to a public outcry, bringing pressure to bear on politicians.

*continued on page 17*

## Minutes of AGM 2012 (continued)

*continued from page 16*

Conference therefore calls on the NEC to further develop activist training in this aspect of challenging privatisation, especially in relation to 'Competitive Dialogue' models.

Conference also recognises that victories like these also come at a cost. While members campaigned to stay 'in-house' and are positive about being involved in and contributing towards service redesign, they are also aware that there will be implications for jobs, working practices and conditions. In all such situations there is a danger that the employer will use the privatisation threat to push through untenable and unnecessary cuts in conditions.

While industrial action will be an appropriate response in some situations, there will also be a need to for support for negotiation, campaigning and arriving at agreements with the aim of keeping services in house. That should not be at any cost and should not alter the union's principled opposition to privatisation of any public service.

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

### 2. Privatisation and Cuts

*Proposed by Matthew Crighton (Retired Member) and Luke Henderson (Services for Communities)*

This meeting celebrates the success of the branch in leading a campaign which defeated proposals for privatisation under the ABM process and applauds the work of campaigners, both Edinburgh citizens and union members that turned the issue into a successful and prominent campaign.

The campaign demonstrated the real hostility to marketisation of public services, which is the foundation of Scotland's 'public service model'. The unions helped create that consensus and welcome the challenge of showing that it gives better result for service users. We call on the incoming Council administration to set out robust models for partnership and consultation with unions and service users as it transforms services through implementation of the ABM public sector models.

The threat of privatisation is only one element of the attack on public

services which includes also the massive cuts imposed by the UK government and passed on by the Scottish Government. We agree to continue to work with community organisations which have been part of Our City's Not for Sale and to propose setting up Save Our City's Services campaign on similar lines, to defend local services and fight the cuts. We call on councillors to publicly campaign against the cuts in government funding and we call on the new administration to prepare a needs-based budget assessment as a tool in that campaign.

To combat these attacks we need to take on the ideas which underpin them and to build up knowledge of the radical alternatives. We will take steps to arrange briefings, seminars and public events for our activists, our members and the public; and co-operate with other unions, the trades councils and campaigning organisations. Specifically we support the Just Banking conference being organised with Friends of the Earth Scotland and other partners in April.

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

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

### Emergency Motion 1 - Use of Consultants

*Proposed by Agnes Petkevicius (Children and Families) and Mary McCrea (Health and Social Care)*

This Branch notes that it became clear on 15 February 2012 that the City of Edinburgh Council has engaged external consultants to review home care administration of medicine systems only months after the protocol was put in place.

A number of other areas have been identified where external consultants are being used where internal systems would be well able to provide the expertise required.

This branch notes that the Council spent £6.4 million on consultants in 2009, the highest of any council in Scotland. This Branch believes that money spent on consultants would be far better spent directly on front line services and resolves to:

1. Instruct branch officers to research in what areas and how much the

council is spending on consultants

2. To seek urgent talks with the Council on reducing expenditure on consultants and focussing public funds on public services

3. To raise the issue of consultants in any discussions on council-union partnerships to protect services

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

With the agreement of the movers

**Motion 3 (Sickness Absence Procedure) and Motion 4 (New Sickness Absence Management Procedure)** were remitted to the Branch Committee to pursue when the outcome of the ongoing negotiations are known.

### Emergency Motion 2 - Sickness Absence Policy

*Proposed by Agnes Petkevicius and Tom Connolly (Children & Families)*

This AGM congratulates branch negotiators on achieving a delay in implementation of the Council's new Sickness Absence Policy and in securing progress on:-

1. Changes to the policy
2. The issue of transparent and fair discretion.

This AGM notes that in negotiations today, 22 February 2012, the negotiators presented the Council with counter-proposals to ensure a fairer policy. The fact that the Council has agreed to consider this counter-proposal is a significant breakthrough in the talks.

Accordingly, This AGM instructs branch officers to:-

1. Continue to campaign against the imposition of an unacceptable Sickness Absence Policy
2. Continue negotiations on the trade unions' counter-proposals
3. Report back to Stewards Committees and the Branch Committee on progress with further recommendations on any necessary action.

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

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.

## 1. Amendment to Standing Orders - Rule H.6 (j)

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

### Rule H.6 (j): Branch Service Conditions Officers (5)

Delete: "at least three of which shall be women" and insert:-

"Three of the five posts will be designated as

Women's Posts and only women will be eligible to stand for election to them. The remaining two posts will be designated as General Posts and both men and women will be eligible to stand for election to them."

## Policy Motions

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

## 1. Campaigning for action on cuts and conditions \*

*Proposed by John Stevenson (Children and Families) and Andrew Barnett (Services for Communities)*

This Branch welcomes UNISON Scotland's strategy to build towards co-ordinating any industrial action that arises across services and employers to achieve maximum impact. However it notes that:

- before workers find the confidence to take action on issues like pay and cuts, they need to believe that there is an alternative to the damaging austerity measures of Westminster and Holyrood.
- recent surveys show that people's immediate concerns are job security, living standards and workloads. UNISON campaigning needs to reflect these concerns, link them to attacking the myths about public spending and austerity and getting that message out to members, their families and the wider public.

For example UNISON warned that cuts would bring a double dip recession and it was right.

It warned that job cuts in the public sector would damage local economies and would not create growth and it has been proven right.

We need to underline those messages as well as the fact that the country is not broke, it is just that the money has polarised with the gap between rich and poor widening.

UNISON therefore needs to redouble its efforts in campaigning, along the lines of the STUC's 'There is a Better Way' message.

It also needs to recognise that recruitment is an essential part of the campaign if any action is to deliver the desired effect.

This branch therefore resolves:-

1. To make recruiting new members its first priority and to commit resources to a rolling programme of recruitment initiatives
2. To issue regular briefings and organise stewards' and membership events to challenge the myths about austerity to build the confidence to mount an effective defence of pay, conditions and services.
3. To urge similar measures at Scottish and UK levels in the union.

## 2. Defending our terms and conditions \**(Possible composite with 1)*

*Proposed by Duncan Smith (Services for Communities) and Adrian Steedman (Services for Communities)*

This Branch Notes

This recession has not been caused by public sector workers. Yet the financial speculators and bankers who caused it are making money out of crises hit countries and once again making million pound plus bonuses. They have managed to privatise the profits and socialise the debt.

In the meantime local government workers face another round of attacks which include:

- A pay offer of only 1% which is well below

inflation making it an effective pay cut despite the introduction of the Living Wage. This is after many years of a pay freeze, when inflation averaged 5%, food prices have been going up by 7% a year and energy prices by 15%.

- Determination by the Westminster government to attack our pension schemes in Scotland as they have already done in England
- Projected 'savings' in our council's budget of

*Continued on page 19*

*Continued from page 18*

£95 million over the next five years which may mean more staff lost and more services cut

- Attacks on time off for workplace stewards who are the backbone of the union

This Branch Believes

At a time of recession public services are needed more than ever by the most vulnerable in our society.

The best way to build out of the recession is to invest in public services and public works initiatives to stimulate the economy while ensuring that the most vulnerable are protected.

The STUC's 'There is a Better Way' programme shows that there is an alternative to the policy of austerity but this needs to be fought for.

The coordinated strike by over two million

workers in November 2011 to protect our pensions put the Westminster government on the back foot and showed that the potential is there to halt these attacks.

This Branch resolves:

To join with other branches and trade unions to campaign for coordinated action including strike action as seen in 2011, if the opportunity arises, around issues like pay, pensions, or service cuts.

Stewards are the backbone of the union and time off for work place stewards is the key to an effective union and must be defended as a priority.

To continue to build a coalition with other campaigning and community groups who share UNISON's principles to mount a broad based, sustainable and effective campaign to defend public services and oppose privatisation.

### 3. Partnership to save Edinburgh's services

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

This AGM notes:

- UNISON National and Scottish policy, committing to working in partnership with employers where possible;
- Current branch policy on partnership working to safeguard services;
- The current Labour/SNP coalition commitment to working in partnership with the trade unions;
- The success evidenced by South Lanarkshire UNISON in robustly defending their terms and conditions by working in partnership.

This AGM believes:

- Working in partnership with the employer will

enable UNISON to have more influence in decisions that affect our members;

- A formal partnership document will help facilitate effective partnership working

This AGM resolves:

- To instruct the redrafting of the current branch policy to reflect the current position and for the policy to be agreed by the Branch Committee;

- Upon agreement of the updated policy, to open discussions with the administration and senior management to implement a framework for partnership working and for the framework to be implemented subject to ratification by the Branch Committee.

## Service Conditions Issues

### 4. Pay Protection

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

This AGM notes:

- Management's imposition of Modernising Pay in October 2012 despite the objection of UNISON
- There are hundreds of 'red circled' staff across all service areas who currently have pay protection until October 2013.
- Many of these staff face a drop in salary of up to £5,000

This AGM believes:

- The level of pay cut for these staff is

unjustifiable

- There were assurances from management that work would be undertaken to mitigate the pay cut for affected staff and that the level of work undertaken by management has been woefully insufficient.

This AGM resolves:

- To instruct Branch Officers to negotiate with management to minimise the impact of the removal of pay protection and secure the best possible outcomes for these staff.

## 5. Homecare - Electronic monitoring

*Proposed by Marlyn Tweedie (Health & Social Care) and Lorraine Needham (Services for Communities)*

This AGM notes the intention of management to install a system of Electronic Monitoring for Homecarers. They would key in a no. on arrival and on leaving a service-users home.

This AGM believes this is an unnecessary and insulting measure imposed on staff and service-users. Staff provide vital care to help sustain elderly and disabled people to live at

home. There is no evidence that Service-users are not receiving their allocated time. If anything, staff tend to go over their time, which has been systematically cut since 2007.

This AGM resolves to support the Homecarers in their attempt to prevent this measure being introduced.

## 6. New Council Code of Conduct

*Proposed by Pete Gregson (Services for Communities) and Sylvia Crick, (Voluntary Sector)*

This AGM expresses its concern about aspects of the new Code of Conduct introduced in August 2012, in particular the possibility of it being misused to prevent or undermine campaigning or comment which are reasonable trade union or citizenship activities outwith the work role. There is some evidence that it is being used in this way at the moment.

We believe the Code should be reviewed to ensure it does not breach our Human Rights to comment or campaign on issues in a personal capacity, even where these relate to council services. Both the Disclosure Form and the section on the use of social media

are particularly relevant since they require a declaration of staff activities outside of work time.

This AGM therefore calls on the Union to:

1. Seek legal advice on the possible Human Rights implications of parts of the Code
2. Enter into immediate discussions with the Council to discuss these concerns and to seek amendments and clarifications to the Code which give absolute protection to staff exercising their rights as individual citizens or trade union members to campaign and protest about Council issues which are of concern to them.

## 7. Free expression of concern

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

This branch believes that the ability of staff to alert senior managers and, if necessary, elected councillors of any wrongdoing or malpractice in the provision of council services is essential to healthy local democracy and accountable public services.

It therefore instructs branch officers to seek to open negotiations with the City of Edinburgh Council on an improved scheme that will ensure:

1. Protection of staff for raising concerns

within the spirit of the Public Interest Disclosure Act 1998

2. Protection of staff who raise professional and ethical issues (as they are required to do so) with their relevant registration body
3. Systems that create and maintain a spirit of openness within the council
4. That the machinery for raising legitimate concerns is not compromised by vexatious or malicious allegations against members of staff.

## 8. Dignity at Work

*Proposed by Aileen Park (Services for Communities) and Shauna Clarke (Services for Communities)*

This Branch Notes

Bullying and harassment is on the rise in UK workplaces. This behaviour thrives in conditions of economic uncertainty with fears of job loss, acute competition for available jobs and pressure on managers to achieve targets at any cost.

These developments are playing out against a backdrop of tacit support by government ministers for policies that worsen the workplace climate for ordinary working people, with attacks on health and safety and employment rights, union facility time, tribunal access and collectively agreed arrangements such as pay and flexible working arrangements. Other examples include the notorious 'Employer's Charter', described by Unite general secretary, Len McCluskey as a "charter for rogue employers and bullies". The government commissioned Beecroft (2011) report suggested that allowing employers to sack staff because they "do not like them" was a "price worth paying" for greater flexibility.

A Dignity at Work (D@W) Working Group of UNISON and Unite Stewards has been meeting fortnightly since the spring of 2012. The Group conducted a Pilot Survey in a Council workplace to identify the extent of bullying. The results were alarming, showing that 75% of respondents said that 'abuse of rank/power' was at the core of the bullying they had experienced. The Group agreed to continue work on this issue and start a campaign in 2013.

This Branch Believes

The idea that Dignity at Work should be viewed

as a basic employment right is gaining acceptance and understanding.

Bullying and disrespectful behaviour is an issue that is corroding workplaces in the Council.

Promotion and education is the best way to tackle the issue of bullying head on but ultimately long term changes in organisational culture need to be addressed.

The aim of the D@W Working Group is to ensure that a zero tolerance culture on bullying is embedded in the Council (and its policies) and that this includes the principle of non-judgmental and unconditional respect for all.

This Branch Resolves

To continue to work closely with Unite the Union, through the work of the Dignity @ Work Working Group and to encourage all members to join the group to get involved in a campaign.

To produce publicity and promotional materials as part of a Zero Tolerance campaign against bullying and harassment in The City of Edinburgh Council.

To produce an Employee Survey to identify the extent and impact of bullying in The City of Edinburgh Council and to carry out this survey on an annual basis.

To produce a stewards pack to enable meaningful engagement with all staff about bullying and harassment throughout the Council.

To engage with elected members and the Council management in addressing organisational issues such as culture and policy changes.

### Policy and Campaigning

## 9. Linking solutions to economic and environmental problems - a priority for our time

*Proposed by Matthew Crighton (Retired Member) and Duncan Smith (Services for Communities)*

*(For submission to UNISON Scotland Council and, suitably adjusted, to National Delegate Conference)*

This meeting recognises that:

1. the failed economic policies and austerity agenda of the Coalition government continue to drive high unemployment, lowering of income levels and public service cuts

2. the banking scandals continue to unfold while

bank profits soar

3. the evidence of the urgent need to prevent runaway climate change mounts, while Scottish and UK government efforts to reduce greenhouse gas emissions falter.

We applaud efforts to develop solutions to each of these problems, including Just Banking,

*Continued on page 22*

*Motion 9 continued from page 21*

Positive Money, Green Quantitative Easing, the Climate Alliance, Energy Bill Revolution, the Climate Jobs Caravan. We further believe that when linked together they can form a coherent and inspiring vision of an alternative path for our country.

A programme for change built on this basis has the potential to win the widespread public support necessary to achieve a real shift in popular opinion and political direction.

We therefore urge that UNISON Scotland/UNISON makes it a priority in its policy development work to consolidate an alliance including environmental organisations, anti-poverty campaigns, other unions and radical economists with a view to preparing a practical programme for transition to a more sustainable and equitable economy. This will encompass specific measures including home and workplace energy efficiency, public

transport, renewable sources of energy, and 'just transition' for high-energy and hydrocarbon-based industries; and will emphasise the essential role of the public sector and of democratic accountability in leading this transition.

We propose and support campaigning to highlight the benefits for union members, and the public in general, of linking economic stimulus with measures to deal with environmental challenges, targeted so as to reduce unemployment and poverty, in particular fuel poverty; and to win active public support through lobbying MPs, MSPs, and councillors on implementation of these proposals.

In Scotland we agree to give active support to the Climate Action, Climate Jobs initiative which brings together Friends of the Earth Scotland, STUC, Oxfam and a number of unions and other campaigns.

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## 10. Towards an inclusive LGBT policy

*Proposed by David Harrold (Services for Communities) and Tom Connolly (Children & Families)*

This AGM notes that even with the most progressive employer lesbian, gay, bisexual and transgender staff can still face homophobic attitudes in the workplace. In order to prevent the bullying and harassment of LGBT Colleagues, City of Edinburgh Council needs to recognise this as a specific form of discrimination. Although there are various policies and procedures for addressing such behaviour LGBT staff can still face specific barriers that prevent them from accessing these procedures. This enables the continuation of homophobic, biphobic and transphobic intimidation.

Research conducted by UNISON shows that nearly half of all LGBT people still do not feel able to be "out" with their managers and colleagues. Three in four do not feel able to be "out" with service users, clients or suppliers. Research has also shown that this often has an impact on their performance at work. Every LGBT person, unlike their heterosexual counterparts, has to make a conscious decision about whether they will be open about their sexual orientation at work.

However, it's not simply a case of "coming out"

once. LGBT people have to decide whether to "come out" every time they meet new colleagues, clients, suppliers or stakeholders. In some instances LGBT people who have "come out" at work have been ostracised or harassed by their colleagues. Bullying and harassment of lesbian, gay and bisexual and transgender colleagues is still common, with one in seven heterosexuals in the national workforce saying they've witnessed homophobic bullying of colleagues at work.

This AGM calls upon the Branch to negotiate with City of Edinburgh Council:

1. The establishment of a distinct LGBT policy.
  2. A confidential complaints procedure; which enables people to make a complaint without fear of reprisal or of outing themselves to anyone apart from the designated persons.
  3. A commitment to LGBT equality being widely publicised; within contracts of employment, on internal and external websites and all other relevant Council material.
  4. All CEC training to include a LGBT package.
-

## International

## 11. Solidarity with Workers in the Middle East and North Africa

*Proposed by Services for Communities Stewards Committee*

1. This branch notes the continuing wave of strikes and workers' protests across the Middle East in support of demands for social justice and democracy. We recognize and support their demands for a living wage, for permanent jobs, for an end to cuts and privatization, for real democracy and against political corruption, and for the right to organize in the streets and workplaces because these are our demands too.
2. This branch further notes and celebrates the huge strides taken by the Egyptian working class in establishing hundreds of independent unions and the Egyptian Federation of Independent Trade Unions.
3. This branch welcomes the establishment of the Solidarity with MENA Workers Network in March 2011 and recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain.
4. This branch therefore resolves:
  - a. To affiliate to Solidarity with MENA Workers Network at a cost of £25
  - b. To publicize reports and activities of the Network to our members
  - c. To invite a speaker from the Network to our branch meeting

## Branch donates disabled seats in tribute to John Ross

Disabled supporters at Tynecastle will have the benefit of new seats thanks to a legacy donated by UNISON's City of Edinburgh Branch in memory of activist John Ross who died in 2011.

The branch had been looking for a way to celebrate John's lifelong commitment to the labour and trade union movement – and to his beloved Hearts football club.

Monica Niven from UNISON and Keith Ferguson of the Heart of Midlothian Disabled Supporters Club came up with the idea of setting up a seated rest area for disabled Hearts

fans at the back of the Gorgie Stand with a plaque in John's name.

Although this type of rest area is in place at some English

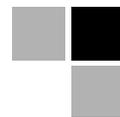
football grounds, this is the first of its kind in Scotland.

Speaking at the short ceremony in December, branch president John Stevenson said of John Ross: "For him, disability was always a trade union issue – always a political,



*The plaque: And John Ross's family try out the seats*

as well as a social issue. What we have today is a celebration that we can come back and look at – but most of all, that lets us share our love, respect and affection with all the people who come to this place that he loved."



# 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.

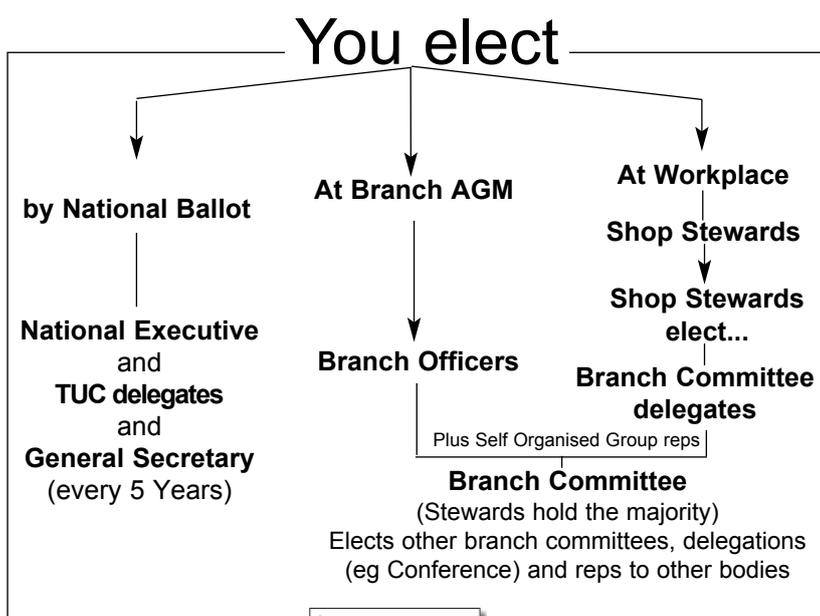
## Self Organised Groups

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.

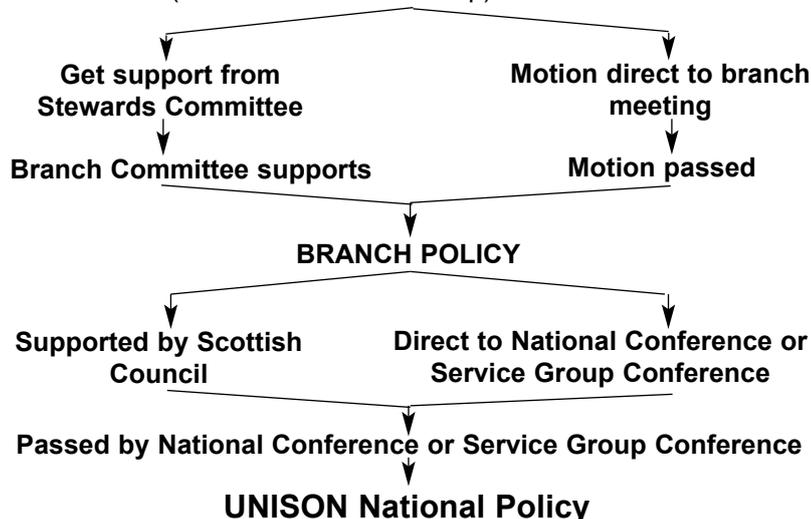
**UNISON is a lay member led union with democratic structures at all levels. But these structures are no good unless members themselves exercise their right to use them.**

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



## How you can make UNISON Policy

For example, you want UNISON to campaign for more leave. Discuss at your workplace, raise with your steward or draw up a motion (the branch office will help) and find a seconder.







# STRONGER TOGETHER IN UNISON

## Is the person working next to you a UNISON member?

**UNISON is a strong union but it is only as strong as its members. It is in every member's interests to encourage your work colleagues to join you in the union.**

So why not suggest that they join UNISON? You can get them a membership form or they can join online at [www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk) or phone **0131 558 7488** or **0845 345 845**

**Ask your colleagues to join UNISON. We are Stronger Together.**

### And why not become a rep?

> **Stewards** are the lifeblood of the union. They are the people that make sure what matters to members in the workplace, matters to the whole union. They recruit, distribute information, help members with advice and get their views.

> **Health and Safety Reps** are crucial to safe and healthy workplaces, a basic right at work. They do inspections, investigate hazards and educate on safe practices.

For both of these roles you will get excellent training (with time off), facilities and support to do the job.

> **Workplace contacts:** If you would like to get involved but don't want to take on the full role of a steward, this is ideal for you and for the union. You can be a point of contact between members in your workplace and the branch, doing things like distributing the branch magazine and leaflets.

**For details and information on becoming one of these reps phone the branch on 0131 558 7488**

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