

UNISON City of Edinburgh

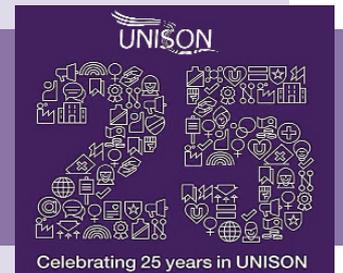
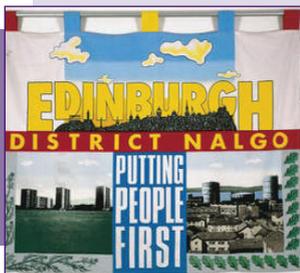
Local Government & Related Sectors Branch

Annual General Meeting 2019

Thursday 21 February 2019, 6.30pm
Augustine Church, 41-43 George IV Bridge,
Edinburgh EH1 1EL

AGM Agenda 2019 and Annual Report 2018

For extra copies of this booklet call
0131 558 7488 or download it from
www.unison-edinburgh.org.uk



AGM Calling Notice

To All Members
Dear Colleague,

All members are urged to attend the Annual General Meeting of the branch on **Thursday 21 February 2019 in the Augustine Church, 41-43 George IV Bridge, 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 150. The Chairperson will take a count at 6.30pm prompt and if the quorum is not met, the meeting cannot proceed.

The meeting will conclude at 8.30pm 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, Monday 11 February 2019. Questions on the Annual Report and Financial Statement*** must be received by **noon on Tuesday 19 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 12 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

Tom Connolly
Branch Secretary

* *The Financial Statement will be in the supplementary agenda.*

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AGM 2019



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1. Opening Remarks/ Introductions
 2. Appointment of Scrutineers
 3. Standing Orders
 4. Minutes of Branch Meetings 2018
Annual General Meeting 13 March 2018 (p15)
 5. Annual Report 2018 (p 7-15)
 6. Financial Statement 2018
*See Supplementary Agenda and website.
Questions on the Annual Report and Financial Report must be submitted to the Branch Office by noon on Tuesday 19 February.*
 7. Election of Branch Officers *See below.
Voting will be by secret ballot at the meeting.*
 8. Honoraria
No honoraria because auditor posts vacant.
 8. Presentations and Question and Answer Session (on any urgent issues)
 9. Rule Changes *See page 19*
 10. Policy Motions *See pages 19-20*
 11. Any other business
-

Agenda Item 7 Election of Branch Officers

NOTE: Ballot Papers will be issued at the AGM for the contested posts (marked **ELECTION REQUIRED**). 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, they will be sought via the Branch Committee.

Branch President

Kirsten Hey (Health & Social Care)
Nominated by: *Tom Connolly (Communities & Families) & Ben Owen (Health & Social Care)*

Branch Chairperson

Duncan Smith (Chief Executive)
Nominated by: *Communities & Families Shop Stewards Committee*

Vice Chairperson (2)

One of whom must be a woman.

Caroline McLean (Communities & Families)
Nominated by: *Communities & Families Shop Stewards Committee; Place Shop Stewards Committee*

Tom Muir (Resources)
Nominated by: *Resources Shop Stewards Committee*

Branch Secretary

Tom Connolly (Communities & Families)
Nominated by: *Communities & Families Shop Stewards Committee; Health & Social Care Shop Stewards Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee*

Assistant Secretary **ELECTION REQUIRED**

Pauline Henderson (Communities & Families)
Nominated by: *Communities & Families Shop Stewards Committee*

Caroline McLean (Communities & Families)

Gerry Stovin (Place) **Job Share**

Nominated by: *Tom Connolly & David Harrold (Communities & Families), Ian Mullen (Place)*

Branch Treasurer

Tom Howorth (Place) & **John Stevenson** (Communities & Families) (**job-share**)
Nominated by: *Place Shop Stewards Committee; Children & Families Shop Stewards Committee*

Service Conditions Coordinator

Tom Connolly (Communities & Families)
Nominated by: *Communities & Families Shop Stewards Committee; Resources Shop Stewards Committee; Place Shop Stewards Committee*

Service Conditions Convener

David Harrold (Communities & Families)
Nominated by: *Communities & Families Shop Stewards Committee; Health & Social Care Shop Stewards Committee; Resources Shop Stewards Committee; William Henry & William Balloch (Communities & Families); Karen O'Brien & Claire Brown (Communities & Families)*

Service Conditions Officers (5)

General Posts (2) ELECTION REQUIRED

Ian Mullen (Place)

Nominated by: *Communities & Families Shop Stewards Committee; Health & Safety Committee; Health & Social Care Shop Stewards Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee*

Graham Neal (Communities & Families)
Nominated by: *Communities & Families Shop Stewards Committee*

Gerry Stovin (Place)

Nominated by: *Tom Connolly (Communities & Families) & Ian Mullen (Place)*

Branch Officer Elections continued....

Service Conditions Officers

Women's Posts (3) ELECTION REQUIRED

Pamela Gifford (Communities & Families)
Nominated by: *Communities & Families Shop Stewards Committee*

Caroline McLean (Place)
Nominated by: *Communities & Families Shop Stewards Committee; Place Shop Stewards Committee; Tom Connolly & David Harrold (Communities & Families)*

Lorraine Needham (Health & Social Care)
Nominated by: *Health & Social Care Shop Stewards Committee*

Jane Watson (Health & Social Care)
Nominated by: *Health & Social Care Shop Stewards Committee*

Health and Safety Convener

Ian Mullen (Place)
Nominated by: *Communities & Families Shop Stewards Committee; Health & Safety Committee; Health & Social Care Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee.*

Recruitment/ Membership Officer

Peter Sharma and Jim MacKenzie (Job Share) (Edinburgh College)
Nominated by: *Thomas Hall & Mikolaj Maliszewski (Edinburgh College)*

Equalities Officer ELECTION REQUIRED

Michael Richardson (Resources)
Nominated by: *Caroline Merry (Resources) & Emily Gilloran (Communities & Families)*

Peter Sharma (Edinburgh College)
Nominated by: *Jim MacKenzie & Mikolaj Maliszewski (Edinburgh College)*

Communications Officer

No nomination received.

Education Officer

No nomination received

Lifelong Learning Convener

No nomination received

International Officer

Tara McCarthy (Health & Social Care)
Nominated by: *Health & Social Care Shop Stewards Committee*

Young Members Officer

No nomination received

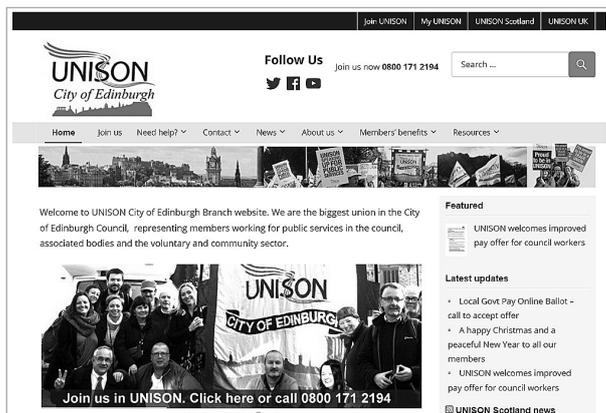
Welfare Officer

Mike Smith (Resources)/ **Caroline McLean** (Children & Families) **Job share**
Nominated by: *Communities & Families Shop Stewards Committee; Place Shop Stewards Committee; Communities & Families Shop Stewards Committee*

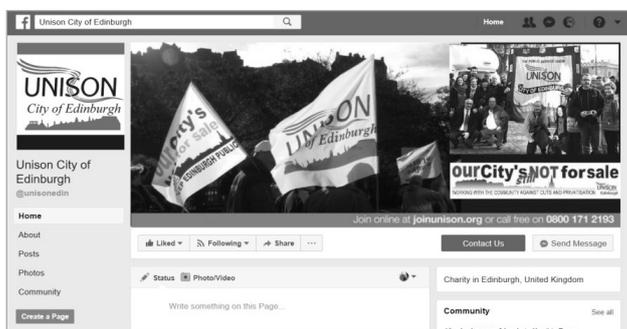
Auditors (2)

No nomination received

Keep up to date with your UNISON Edinburgh branch



On your PC, laptop, smartphone, or tablet, keep up to date with all that's happening in UNISON Edinburgh branch on our website, on Facebook and on Twitter @unisonedin. Like and follow us to get all the news as it happens.



A Brief Guide to Branch Meetings

(See full standing orders at www.unison-edinburgh.org.uk)

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

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

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

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

Motions: Motions create policy that mandates the Branch. They are introduced by the mover named on the agenda. The seconder can then speak after or later in the debate.

Amendments: Can add,



change or delete bits of motions but they cannot merely contradict a motion.

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

How do I get to speak?: Just 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 to answer 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!

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.

* *marks motions which may be composited*

UNISON City of Edinburgh Branch

Annual Report

Grateful for members' determination and commitment in delivering services

It feels strange to be writing the annual President's report rather than reading what John Stevenson has written.

As I write, Scottish local government members are balloting on whether to accept a pay offer and by the time you read this we will know the result and will probably either be eagerly anticipating back pay or gearing up for a strike ballot.

It's much easier to ballot workers when we have up to date contact details, so please, please let the branch office know if your home or workplace details change.

This has been another tough year for public services and those who deliver them, with budget cuts, increased demand and political uncertainty.

The branch officers and branch staff, stewards and H&S reps continue to go above and beyond in supporting members and supporting each other, and I have to thank them for helping me to learn the Presidential ropes.

And of course, the determination and commitment

shown by our members delivering public services is something we are all grateful for.

After several rudderless years the Health and Social Care stewards' committee now has a convener.

Ben Owen is rapidly establishing himself in the role and I support his nomination for

‘The branch officers and branch staff, stewards and H&S reps continue to go above and beyond in supporting members and supporting each other’

the coming year.

The HSC stewards achieved an important victory in 2018 by getting a written commitment from managers regarding travel expenses for home care and other peripatetic workers including travel paid from home to the first visit.

We hope this will make a positive difference to these low-paid workers.

Finally, I have to thank ex-President John Stevenson who is retiring this year.

I first met John in the mid-90s when I was a relatively new steward in Lothian Health Branch.

John's commitment to the trade union is only matched by his commitment to the vulnerable children he worked with as a social worker ("the cruelty") for many years, and to Heart of Midlothian football club.

The branch as a whole will miss his effort, humour and knowledge of the most obscure policy rules, and the countless hours he has put into branch publications and communications.

I will miss his support, funny stories, and the book I lent him well over two years ago.

Thanks John.



Kirsten Hey
Branch President

Kirsten Hey

Branch Officers 2018/2019

President: Kirsten Hey

Chair: Duncan Smith

Vice Chairs: Tom Muir, Caroline McLean

Secretary: Tom Connolly

Treasurer: John Stevenson

Equalities: Peter Sharma

Health & Safety: Ian Mullen

Service Conditions

Co-ordinator: Tom Connolly

Convener: David Harrold

Service Conditions Officers:

Caroline McLean, Gerry Stovin,

Ian Mullen, Lorraine Needham, Jane Watson.

Communications: John Stevenson

Welfare: Mike Smith/ Caroline McLean

International: Tara McCarthy

Education: Pamela Gifford

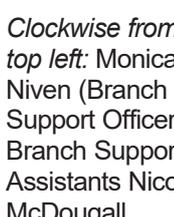
Recruitment/ Membership

Services: Peter Sharma/ Jim MacKenzie

Lifelong Learning: Vacant

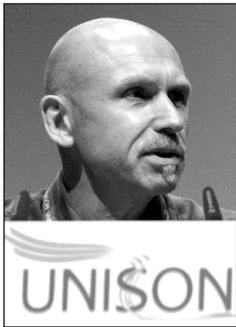
Auditors: Vacant

Branch employed staff



Clockwise from top left: Monica Niven (Branch Support Officer); Branch Support Assistants Nicola McDougall, Julieanne Finlay and Eileen Thomson; and Amanda Kerr, Organiser/Caseworker Voluntary and Community Sector.

Every member can play a part to make us stronger



Duncan Smith
Chairperson

Last year our branch took part in a moving ceremony to remember those who lost their lives in the Grenfell fire tragedy in London.

It was a stark reminder of the human cost of austerity and neglect of public services.

As council workers, we know the damage that year after year of cuts to services has done.

With £240m sliced from services in Edinburgh in recent years and further cuts of £106m planned by 2022/23 the

future looks bleak indeed.

Already many staff struggle to maintain the quality of services while knowing that there are too few of us to manage. It is difficult to see how £28m is to be 'saved' in 2019 without even more job losses.

In many areas we are now at a tipping point where further reductions will make adequate service provision impossible. Arguably, in some sectors we have already passed that point.

The question is how can we fightback?

Firstly, we have to keep up the pressure on the SNP-Labour coalition to stop implementing austerity and

instead join with UNISON to demand local government is properly funded.

Secondly, we need a stronger branch with a more active membership.

Easier said than done, but we have made a start by prioritising the role of shop stewards' committees in each department.

The departure of many older members means we need to re-build from the workplace up.

Every member can play their part by simply asking a colleague to join. Only by organising and acting collectively can we defend our jobs and protect services.

Health and Safety Report 2018

Unions call for constituted health & safety committees



Ian Mullen
Health and Safety
Convener

UNISON's health and safety team have been pro-active in the workplace throughout 2018. Workplace inspections since the last AGM have increased from 21 to over 30, further inspections are programmed for

2019.

A number of serious risks have been identified including an increase in dumped Asbestos and Silica dust.

New training plans and cleaning programmes are in place to reduce/eradicate exposure levels.

In September, we carried out a successful Violence at Work Survey in schools, this received widespread media coverage.

UNISON attempts to resolve our members concerns by engaging with managers,



Facilities Management and Corporate Health and Safety.

Unfortunately, we had to remind the employers that we reserve the right to contact regulatory bodies such as the Scottish Fire and Rescue Service, SEPA and the Health and Safety Executive where there has been a failure to make improvements.

In October, UNISON served

notice to the employers of our intention to withdraw from the unconstituted health and safety working groups.

UNISON with the support of colleagues from our sister unions called for the re-introduction of constituted health and safety committees.

Our presentation to the council health and safety forum was widely supported by elected members.

In December we notified the employers that we would not support the introduction of the Take 5 Risk Assessment, designed to reduce management responsibility for health and safety.

A deputation to the December full council meeting criticising the employer's lack of engagement was widely supported by elected members.

Enough is Enough - The silent slaughter of local government must stop

In the coming year we will see will see over £41 million pound cut from the council budget and the loss of a further 300 jobs.

A further reduction of £106 million is planned for the following three years. In total our council will have lost over £350 million from its budget over eight years.

These cuts have been ideologically driven by the Westminster government's austerity agenda.

Holyrood's accompanying underfunding of Scottish local government has only compounded the problem.

The funding allocated to local government this year in the Scottish Governments draft budget will mean a further cut of £9 million to our council.

Local government and the voluntary sector provide services from the cradle to the grave. The capacity to provide these essential services is being seriously eroded to the point of no return.

The ability to give every child a good start in life, or to provide care for our elderly will suffer – we have witnessed this already with the 7,000 hours of unmet need for the elderly in Edinburgh. At least 195 full time jobs would need to be created to meet this need alone.

The provision of adequate social housing in Edinburgh is a major fail with the homeless particularly suffering.

There are question marks over whether the council is

meeting procurement regulations and its other statutory responsibilities'. This clearly highlights the risks associated with chronic underfunding.

Council staff are being asked to do more and more with less. It is therefore hardly surprising that the highest cause of long-term absence is

‘The ability to give every child a good start in life, or to provide care for our elderly will suffer’

stress and mental health related illness.

The health and wellbeing of a workforce has to be at the forefront of all employer's agenda.

Punitive sickness absence policies do nothing to address the difficulties associated with stress or mental illness but only contribute to the anxieties that otherwise dedicated public service workers feel.

ENOUGH IS ENOUGH!

Branch workload

As well as all having a significant workload comprising of representation, policy making and negotiations with the employers; the service conditions team have dealt with over 1,400 logged calls over the past year from members seeking advice and guidance on a large range of issues.

Throughout the transformation programme we

had been fully involved in over 52 organisational reviews ensuring that our members views were communicated back to the employer and highlighting the risks associated with the cuts to jobs and services.

This is in addition to all of the other meetings and communications relating to ongoing negotiations and consultations pertaining to the development or review of the policies and procedures that affect our conditions of service and work role.

The impact of the transformation programme on our time was demanding, the likelihood of this again with the change strategy is high.

We continue to see new representatives coming forward and the continuing development of the shop steward committee structures will assist in our capacity to organise and campaign around various issues.



Tom Connolly
Branch Secretary and
Service Conditions Co-ordinator

Convener



David Harrold

Officers



Caroline McLean



Lorraine Needham



Gerry Stovin



Jane Watson



Ian Mullen

Continued on page 10

... silent slaughter must stop

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Invaluable assistance is provided to us by our branch support staff who field the calls and many other associate tasks that enables the branch to run smoothly. Many thanks to them all for the work they have provided over the past year

Contact with elected members

We meet with the leader and deputy leader of the council on a regular basis. In these meetings we keep them updated on the issues of concern to the union, in particular those relating to the budget highlighting the devastating impact of the cuts and the impacts to staff and the services they provide.

We have been reassured that they and the administration are still committed to the no compulsory redundancy pledge and the presumption of no outsourcing.

We also meet on a regular basis with other elected members on issues.

We regularly make deputations to council sub committees and the full council to ensure that our position on the budget and policy and procedures are clear.

Participation Scottish level

We are committed to playing a full and meaningful role at a Scottish level. Our attendance capacity has increased over the past year to both the Scottish Local Government and Scottish Council meetings.

John Stevenson (treasurer and communications officer) is a member of the Scottish Committee and chairs the Scottish Communications and Campaigns Committee.

Ian Mullen (health and safety convener) is a member of the

Scottish Health and Safety Committee.

National Conference

The branch was well represented at UNISON's National Conference and local government conference and included a number of first-time delegates. Four members of our delegation spoke at conference.

Lorraine Needham highlighted problems faced by the workforce in home care, not least work related stress.

‘Any deviation from the no compulsory redundancy pledge will immediately result in a ballot for industrial action.’

John Stevenson led opposition to a special health and social care conference which would have cut across our bargaining and organisational structures.

Caroline McLean spoke on a motion calling for a strategy against homelessness, saying: “Every person is entitled to a safe place to live.”

Tara McCarthy spoke on a motion condemning Universal Credit.

Community and Voluntary Sector

We continue to employ a member of staff to work across the community and voluntary sector.

Our membership in the community and voluntary sector continues to grow.

The conditions of service for our members in the sector are not always the best, but our involvement in them and the work of our organiser helps to ensure that members know that they have the UKs largest trade

union supporting them.

Our organiser has also been successful in achieving recognition agreements with some of the more progressive employers.

This impact of the austerity agenda has had a hugely negative impact on the community and voluntary sector, and many have seen their funding from the council drastically cut or stopped.

The coming year

In the next year we will continue to work supporting members on an individual and collective basis.

We will continue to challenge and highlight the negative impact of job losses and cuts.

The health and wellbeing of our members should be a priority for the employer. We will engage constructively with them to ensure that this objective is met.

We will not collude in any way with the employer in implementing cuts to jobs and services.

Any deviation from the no compulsory redundancy pledge will immediately result in a ballot for industrial action.

We will continue lobby the Scottish government for greater funding to Local Government.

We will ensure that punitive policies and procedures are reviewed.

There will be assistance provided to shop steward conveners and all shop stewards and health and safety representative to enable them to build on the positive work that they have done on behalf of our members over the past year.

Our presence in the workplace should become more visible and opportunities for members to engage in the processes of the union will be encouraged with the purpose that we ensure that we are a lay led union.

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Last but not least

This March, John Stevenson our branch treasurer and communications officer will be retiring from the council.

John has held a number of positions in the branch and was the branch secretary for many years. As long as I have been a member, I have always been aware of John Stevenson.

When I started to become more active in the branch and up to today, I have witnessed a man who has shown the

greatest of commitment to the branch and the trade union movement in general.

The hours that he contributes to the running of the branch is immeasurable.

John has worked as a social worker for many years and is currently a social work practice team manager.

The importance and challenges of his job will be great and I know that social work is central to his being.

John is also very active at a national level, currently sitting

on the Scottish Committee and he chairs the communications and campaigns committee, the commitment and professionalism that he gives to his roles are admirable.

John's list of achievements as a trade unionist, council employee, friend and mentor to many is truly endless.

Unfortunately, limited space prevents me from giving John the full praise he deserves. His wisdom and friendship will be sorely missed.

Tom Connolly

Community, Voluntary and Related Sectors Report 2018

Organising challenge across hundreds of workplaces and fragmented workforce

It has been another very challenging year representing and organising across this sector and the associated bodies.

The branch currently has over 1,500 Community, Voluntary and Related Sector (CVRS) members spread across hundreds of different workplaces in Edinburgh, Midlothian, West and East Lothian.

Whilst our membership is made up of various types of nonprofit organisations, charities and private companies, by far our biggest membership continues to lie within social care.

Many of these members report working extremely long shifts in challenging conditions.

Problems with rotas being notified at short notice, increasing workloads (including the introduction of self-managed teams) and issues around registration with SSSC are all common problems.

More changes as to how sleepover is paid has caused much confusion, the current situation being that organisations can continue to pay an allowance for sleepover (although payment should be made for hours awake).

UNISON must continue to lead the way in campaigning to finally get Government investment in social care to tackle this crisis head on.'

Ongoing cuts in funding, poor pay and cost cutting changes to terms and conditions, such as how sickness absence is paid, makes the recruitment and retention of staff across the sector extremely difficult.

UNISON must continue to lead the way in campaigning to finally get Government

investment in social care to tackle this crisis head on.

Organising across this fragmented workforce is difficult.

We continue to hold recognition agreements with various organisations and more recently we have secured recognition with Four Square.

We continue to have regular recruitment events within ELCAP and Edinburgh Leisure.

There has been a huge demand for advice and representation at disciplinary and grievance hearings and I would like to take this opportunity to thank the local shop stewards within ELCAP, SACRO, Garvald, Edinburgh Leisure, Edinburgh College and Amey for their continuous support of members in their respective areas.



Amanda Kerr
CVRS organiser/
caseworker

Unique service no other council union provides



Caroline McLean
Welfare Officer



Mike Smith
Welfare Officer

there
for you

supporting UNISON members
when life gets tough

Another year passes and your branch welfare officers have continued to provide support to our members and their families, providing much needed advice and financial assistance where required.

This unique membership service, which no other trade union in local government provides, can include advice and support with regards to day to day living expenses including utility bills, council tax, rent and mortgage arrears and where

necessary, providing emergency grants to put food on the table and keep homes warm.

As we have in the past, we continue to promote our national charity UNISON 'there for you' and their small grant schemes of winter fuel and school uniform grants, as well as promoting the other services that the charity can provide including free debt advice using UNISON's Debt Line.

We have sign-posted members to other welfare grant

schemes and can provide our members with details of appropriate agencies who can provide a more specialised service.

Your branch welfare officers remain involved in keeping up to date with future changes to the administration of some state benefits being devolved to Scotland and of course, the current implementation of Universal Credit within the City of Edinburgh.

We can advise members on how they can maximise their entitlement to all statutory benefits/grants which they may be entitled to.

Thank you to all the members of our branch for the kind donations they make to the Branch Welfare Fund every month, which continues to assist members in their most difficult of circumstances.

Communications Report 2018

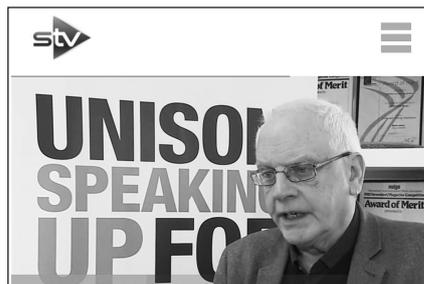
Using social media to get the news to members

We have produced a host of publicity materials over the year, starting with the lobby of the council in February 2018.

Nine UNISON News newsheets were issued on issues from facilities management to the cleaning review, health and safety and of course pay. Thanks to Gerry Stovin and Ian Mullen for pulling these together.

The branch's website is well used and over the whole year it has had 50,000 visits. The site is mobile friendly which is important when so many people now access the web on smartphones.

It also makes integration with our facebook and twitter accounts much easier and we are using those regularly to



John Stevenson Communications Officer

update members.

We have 792 Facebook likes and 1,107 followers on Twitter.

I would encourage more members to follow us on twitter @unisonedin or 'like' us on facebook.com/unisonedin because that's where you can get immediate news about any major issue.

It also helps if you register your email address with us which you can do on the website.

We got great press coverage for an important survey by Communities and Families stewards which drew attention to the level of violence towards early years workers in Edinburgh schools and classes. You can see it on the website.

Media

We had good press and TV coverage for the budget lobby and in relation to cuts issues throughout the year.

It was also good to see a variety of spokespersons this year willing and able to deal with the media.

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

Branch builds links with Nicaraguan embassy

After seeing the fantastic film 'Nae Pasaran' at National Delegate Conference, which beautifully illustrates the impact of the international trade union action, I was inspired to stand for the post of bbranch international relations officer (BIRO) to promote international solidarity, anti-racism and human rights within our branch.

Since my election in autumn 2018, I have attended UNISON Scotland International Committee meetings to grasp the international priorities for Scotland regionally and to expand my knowledge on a range of international solidarity movements.

In September 2018, I attended the Joint Northern Regions Seminar in Belfast, which proved to be an excellent opportunity to learn about international work in other UNISON regions.

Following the seminar, City of Edinburgh Branch has developed a relationship with the embassy of Nicaragua.

We hosted representatives of



Tara McCarthy, International Officer (left), welcomes Nicaraguan Minister Valdrack Jaentschke and Ambassador Guisell Morales Echaverry to the branch office with Ian Mullen and John Stevenson

the Nicaraguan Sandinista government at the branch office in October 2018 and had the pleasure of hosting Dr Florence Levy - a prominent, activist, trade unionist and member of the Nicaraguan government - at our branch committee meeting in December 2018.

If re-elected to the BIRO post for 2019, my immediate priorities would be to develop our social

media presence to share articles and campaigns from global solidarity movements and to set up a group for branch members interested in international issues.

There are a wide variety of different campaigns and actions and only one BIRO, so please get in touch if you would like to be involved!

tara.mccarthy@unison-edinburgh.org.uk

Equalities Report 2018

Working without prejudice is a fundamental right

We are all entitled to be treated with dignity and respect having the ability to live and work without prejudice is a fundamental right.

One of UNISON's fundamental aims is to help workers fight for fairness and equality in the workplace and beyond. Challenging discrimination at the forefront and winning equality remains and is at the heart of everything UNISON does.

Over and above we have

the right not to be discriminated against or bullied, fair treatment also includes equal working conditions and pay.

Self-organised groups

Self-organised groups (SOGs) operate at all levels of the union. Edinburgh branch asks If you're in one or more of the appointed SOGs, it is a great way to get involved in UNISON and start making a difference in your workplace and your Union.

In the Edinburgh City Branch we have striven to get each SOG up and running it is a struggle we will prevail and achieve success, it is only a matter of time.

UNISON City of Edinburgh Branch has prioritised the campaign and education for the bringing into being self-organised groups, as well as making sure we continue to live up to our values as a union.



Peter Sharma
Equalities Officer

790 new members recruited despite all the job losses

As the City of Edinburgh Branch membership and recruitment officers we continue actively recruiting new members into UNISON throughout the year.

There is no doubt the best recruitment tool we have is for an existing member to encourage work colleagues to join UNISON.

Over the year we have organised recruitment stalls at various locations within the City of Edinburgh Branch.

Encouraging and promoting the recruitment of both new members as well as shop stewards

UNISON accepts we are working in challenging times in particular many older members retiring, other staff taking voluntary severance and in many cases staff are not being replaced.

We need to continue building our membership, developing our strategy, encouraging members to recruit colleagues to ensure good working conditions for all.

Over the past years as a direct result of the Conservative government's austerity programme by cutting public funding the country as a whole has suffered greatly.

No matter how difficult the environment we trade unionists find themselves in, we cannot give up the fight we must continue to encourage members to become active within their union.

As we continue to promote the City of Edinburgh Branch strategy all working in unison to raise the profile of UNISON within the workplace.

Nationally UNISON is relentless in its support in fighting for the low paid and is rewarded by the continuing growth of its membership.

Membership at 31 December 2018

Because of the change in council departments, some figures are affected by transfers between departments.

Department	31/12/2017	31/12/2018	Var
Associated Bodies	.96	.88	-.8
Chief Executive	.294	.35	-.259
Communities & Families	1,970	2,229	+259
Edinburgh College	.183	.180	-.3
Edinburgh Leisure	.98	.97	-.1
Health & Social Care	1,481	1,406	-.75
Lothian Valuation Joint Brd	.46	.41	-.5
Place	.826	.740	-.86
Resources	.945	.907	-.38
Comm & Voluntary Sector	1,124	1,211	+87
Unallocated	.34	.9	-.25
TOTAL	7,097	6,943	-.154
Student	.0	.0	.0
Unemployed	.21	.18	-.3
Retired Members	1,176	1,189	+13
TOTAL	8,294	8,150	-.144
Recruited 1/1/18 - 31/12/18 = 790 Officially resigned = 127			

UNISON the UK's biggest union

The branch recruited 790 new members in 2018. Normally that would bring a net increase in membership but sadly, largely due job losses, we have dropped slightly in membership despite all the recruitment work.

This has included our office staff running recruitment stalls and events with officers, and additional staff time from UNISON Scotland to build membership.

Over 18,000 people joined UNISON in November 2018 making us the UK's biggest union.



UNISON remains one of the largest and strongest unions in Europe and is influential both at local and national level. We cannot be complacent but our

support is strong and strength is our commitment to serving and delivering the best for our members.

Peter Sharma / Jim Mackenzie

Branch Committee Attendances 2018

Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT		
Branch Officers			Mike Smith	12	9	Edinburgh Leisure			Morag Stevenson	12	1		
Kirsten Hey	12	10	Jim MacKenzie	12	0	No delegates appointed			Tom Howarth	12	10		
John Stevenson	12	2	Tara McCarthy	12	6	Edinburgh College			Stephen Devlin	12	3		
Duncan Smith	12	9	Associated Bodies			No delegates appointed			Christina Goddard	12	3		
Tom Muir	12	8	No delegates appointed			Health & Social Care			Resources				
Caroline McLean	12	8	Chief Officers			Gillian McFarlane	12	1	Stewart Dickson	9	9		
Ian Mullen	12	9	No delegates appointed			Colin Sutherland	12	5	(Retired)				
Tom Connolly	12	7	Communities & Families			Kevin Carruthers	12	5	Community & Voluntary Sector				
David Harrold	12	8	Lorna Dunn	12	3	Lothian Valuation Joint Board			No delegates appointed				
Gerry Stovin	12	5	Pauline Henderson	12	4	David Harvey			12	0	Self Organised Groups		
Lorraine Needham	12	12	Heather Ellis	12	1	Place			No delegates appointed				
Jane Watson	12	8	Graham Neal	12	6	Mhairi Gilmour			12	1			
Pamela Gifford	12	3	Dave Hewitt	12	1								
Peter Sharma	12	0											

Affiliations 2018

Proportionality and Fair Representation Audit 2018

Paid in 2018

ACTSA
Cuba Solidarity Campaign
Edinburgh TUC
Justice for Colombia
Labour Research
Midlothian TUC
Nicaragua Solidarity Campaign
People's Assembly Scotland
Scottish Venezuela Solidarity
Scottish Palestine Solidarity Campaign
Labour Behind the Label

Awaiting renewal notice

ACTSA Scotland
Campaign for Press and Broadcasting Freedom
Trade Union Friends of Bhopal
Scottish Pensioners Forum
MENA Solidarity Network

Because of council reorganisation, unfortunately the usual comparisons cannot be made this year with 2017 figures at Departmental level.

However, there is enough information to show considerable progress in terms of women's representation on the branch committee which has exceeded the 71% target.

However, we still have work to do to get to a position where the percentage of women in steward and officer posts gets closer to the percentage of women in the branch.

Women's representation (2017 figures in brackets)

Branch	Branch Committee	Officers	Stewards
71 % (70%)	81% (44%)	60% (27%)	43% (38%)

Minutes of Branch Meetings

Minute of the Annual general meeting on 13 March 2018

Minutes of Branch Annual General Meeting held on Tuesday 13th March 2018 held in the METHODIST CHURCH, 25 NICOLSON SQUARE, EDINBURGH

1. OPENING REMARKS /INTRODUCTIONS

The meeting was chaired by the Branch President who shared the chairing with the Branch Chairperson and the Vice Chairperson.

The Supplementary Agenda was circulated to the meeting and included biographical details for candidates for the contested branch officer post along with changes to the elections since one candidate had withdrawn their nomination, an amendment to Rule Change 4, the branch financial statement and a financial statement from the branch Welfare Fund which is a separate charity and is published for information only.

The President advised this would be his last AGM as Branch President as he was retiring

from his post with the City of Edinburgh Council at the end of the year. He stated it has been a great honor and privilege to represent the City of Edinburgh branch over all these years.

2. APPOINTMENT OF SCRUTINEERS

Four Scrutineers were appointed from the body of the hall to oversee the ballots being counted by the branch support staff.

3. STANDING ORDERS

There was one proposed change to the Branch Standing Orders which will be taken along with the rule changes.

4. MINUTES OF BRANCH MEETING 2017

The AGM last year was inquorate so a Special Branch Committee was held on 23rd March 2017 to deal with the business. The minutes were AGREED as a correct record with no matters arising.

5. ANNUAL REPORT 2017

No questions were raised on the Annual Report.

6. FINANCIAL STATEMENT 2017

The meeting AGREED the previously circulated financial statement which was included in the Supplementary Agenda and which has been posted on the branch website for the past two weeks.

7. ELECTION OF BRANCH OFFICERS

The undernoted posts were elected unopposed:

President: Kirsten Hey (Health & Social Care)

Chairperson: Duncan Smith (Chief Executive)

Vice Chair: (Woman): Caroline McLean (Chief Executive)

Secretary: Tom Connolly (Communities & Families)

Treasurer: John Stevenson (Communities & Families)

Health & Safety Convener: Ian Mullen (Place)

Continued from page 15

Service Conditions Coordinator: Tom Connolly (Communities & Families)
Service Conditions Convener: David Harrold (Communities & Families)
Service Conditions Officers: Ian Mullen (Place), Gerry Stovin (Place), Caroline McLean (Chief Executive)
Equalities Officer: Peter Sharma (Edinburgh College)
Communications Officer: John Stevenson (Children & Families)
Recruitment/Membership Officer: Peter Sharma & Jim MacKenzie (Edinburgh College)
Education Officer: Pamela Gifford (Chief Executive)
Welfare Officer: Caroline McLean (Chief Executive) and Mike Smith (Resources) Job Share

An election was required for the Vice Chair general post (biographical details for candidates were included in the Supplementary Agenda). The meeting moved to hear a short statement from the candidates, Tom Howorth (Place) and Tom Muir (Resources).

Following a ballot Tom Muir (Resources) was elected to the post.

No nominations were received for the post of Assistant Secretary, Lifelong Learning Convener, International Officer, Young Members' Officer and Auditors. These vacancies would be remitted to the Branch Committee for action.

8. PRESENTATION AND QUESTIONS AND ANSWER SESSION

The meeting received a brief update on the ongoing negotiations/discussions on the following matters:-

Council Budget and Cuts

2018 Pay Claim

Janitorial Review

Cleaners Review

Health & Safety - increasing workloads and stress, bullying and harassment

New Sickness Absence Policy

9. RULE CHANGES

1. Rule C.1

Proposed by Branch Committee

In Section C (1) Preamble:

In paragraph 5: replace "Stewards" with "Representatives"

In paragraph 6: replace "on occasion" with "often"

Replace "should have" with "will have"

Replace ", in certain instances," with "where a Health and Safety Representative is not elected in their constituency"

Replace "Steward" with "Representative"

Decision: On being put to the meeting the terms of the Rule Change was CARRIED

with the required two-thirds majority.

2. Rule B.6 Branch Employed Staff Structures

Proposed by Branch Committee

Add new Rule B. 6 c)

"The Branch will operate a procedure to be used for investigating any allegations of harassment of a Branch employee by a UNISON member which reflects the principles of the procedure in National Rules for investigating allegations of harassment of a UNISON employee by a UNISON member."

Decision: On being put to the meeting the terms of the Rule Change was CARRIED with the required two-thirds majority.

3. Rule C. 4 Election of Shop Stewards

Proposed by Branch Committee

In C.4.2 after "(See Rule C.3 for definition of Workplace Meeting)", insert "or by a ballot (in hard copy or electronically as approved by the branch chair and secretary) of members in the constituency".

Decision: On being put to the meeting the terms of the Rule Change was CARRIED with the required two-thirds majority.

4. Aggregate Annual General Meetings: Rules B and H

Proposed by Tom Connolly (Communities and Families) and Ian Mullen (Place)

Add to the end of rule B.1 "The AGM may comprise one meeting or a series of aggregate meetings based on sections, shift patterns or geographical areas in order to maximise the active participation of members.

In the case of aggregate meetings, the agenda and order of business of each aggregate meeting will be identical and the results of voting will be the total of votes cast across all of the meetings. See H.3 for rules on attendance and voting."

Replace B.4.1 with "The quorum for any Branch general meeting shall be 200 members or where the meetings are aggregate the quorum will be at least 200 members attending the combined aggregate meetings.

Replace existing H.3 with The quorum for any Branch general meeting shall be 200 members or where the meetings are aggregate the quorum will be at least 200 members attending the combined aggregate meetings. The quorum for other meetings shall be as set out in Rule B.4"

Add new H.4: "All members have the right to speak and vote at Branch meetings, subject to any exclusion in the National Rules and the Regional and National Officer(s) shall have the right to attend and speak (but not vote) at the meetings.

Members, other than Branch Officers, shall only be entitled to attend one aggregate

meeting in each cycle of aggregate meetings. Branch Officers may attend all Aggregate Meetings but can only vote at one of them and can only be included in the quorum for one of them. The minutes should record at which aggregate meeting the Branch Officer(s) voted."

Amendments to motions Rule Change 4. Aggregate Annual General Meetings: Rules B and H

Proposed by Tom Howorth (Place) and Tom Connolly (Communities & Families)

In the paragraph beginning "Add new H.4": Delete from "Members" to the end and substitute with:

"may attend more than one aggregate meeting in each cycle of aggregate meetings, but may only vote at one of them and can only be included in the quorum for one of them. The names of members attending at each meeting will be recorded. To avoid duplication of vote counting, each eligible member will be allocated a voting entitlement card when they are registered for the meeting.

Decision: On being put to the meeting the terms of the Amendment were CARRIED. On being put to the meeting the terms of the Rule Change was CARRIED with the required two-thirds majority.

5. Quorum

Proposed by Tom Connolly (Communities and Families) and Ian Mullen (Place)

Delete the figure '200' in all references to branch meeting quorum throughout the Rules and Standing Orders and substitute with '150'

Decision: On being put to the meeting the terms of the Rule Change was CARRIED with the required two-thirds majority.

6. Rule H.19 Elections

Proposed by Tom Connolly (Communities and Families) and Ian Mullen (Place)

Insert 'or branch health and safety sub-committee or self organised group' after 'shop stewards committee'.

Delete 'the case of a nomination from a shop stewards committee, the signature of the convener of that committee with a copy of the relevant minute' and replace with 'the case of a nomination from quorate shop stewards committee, health and safety sub-committee or self-organised group, the signature of the convener or chair of that committee with a copy of the relevant minute'.

Decision: On being put to the meeting the terms of the Rule Change was CARRIED with the required two-thirds majority.

10. POLICY MOTIONS

1. Transfer from Industrial Action Fund

Proposed by Branch Committee

This branch notes that:

Continued from page 16

1. The Branch Industrial Action Fund has been almost wholly funded by transfers from the General Fund
2. Branch Rule D.12. iv) states "So far as is possible, the balance of funds at 31 December each year shall be maintained at least 8% of the total income from members subscriptions remitted to the branch."
3. The Industrial Action Fund currently stands at £151,708 which is over 57% of income from members' subscriptions in 2017
4. The Branch has been supported by the national union in 2017 by an extra £50,000 as a result of our General Fund reserves dipping below the threshold, and to support the employment of a staff member to organise, represent and negotiate in the voluntary and community sector since the main employer (The City of Edinburgh Council) has refused facility time for those activities.

This branch believes that the Branch post for the Voluntary and Community Sector is essential to branch functioning and ways must be found to continue it.

However, the required expenditure would exhaust branch reserves in the General Fund within 18 months at current levels of income. It is therefore essential that the Branch makes contingency plans to fund the post until there is further clarity from the national union about ongoing support and/or recruitment returns to a level which will restore the Branch's previous income.

This Branch therefore resolves to:

- a. Give the treasurer the authority to transfer of £50,000 from the Industrial Action Fund to the General Fund in the financial year 2018. This would leave the fund at over 38% of the annual income from members, far more than the required 8%.
- b. As and when financially prudent, take measures to restore the level of the fund.

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

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

2. Health & Social care services - overworked and under pressure

Proposed by David Harrold (Communities and Families) and Ben Owen (Health & Social Care)

The disparity between resources and the growing need for health and social care services in Edinburgh has been well documented these past few months. Reports in the media have shown that these issues are exacerbated by the lack of real funding from the UK and Scottish Governments.

This AGM recognises that staff within the Health & Social Care Department are managing excessive workloads and higher rates of absenteeism caused by workplace injury and stress. These issues affect all pay grades and can be directly related to the Transformation Programme, accompanying staff reductions and the biggest changes to working practices seen in Edinburgh as a

direct result of the integration agenda. No individual, no post and no grade are exempt from the above and other concerns.

This AGM remains committed to Health & Social Care Integration, but recognition must be given to the significant funding shortfall and its impact on the ability of staff to deliver high quality services to the people of Edinburgh. We call upon our union and instruct our branch officers to:

1. Keep our members informed and involved by holding a series of workplace meetings throughout Edinburgh backed up by regular newsletters
2. Make contact and meet with the Scottish Government, City of Edinburgh Councillors and other relevant public bodies to focus and act upon strategies that will safeguard essential Health & Social Care services
3. To consider Industrial action to highlight the inability of members to carry on delivering services under current circumstances.

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

3. Staff-less libraries

Proposed by David Harrold (Communities & Families) and Pauline Henderson (Communities & Families)

UNISON have urged City of Edinburgh Council officials to give serious consideration to the many concerns that remain unanswered as to the proposed introduction of staff-less libraries.

No evidence has been provided that shows safety of staff, service user and council property is guaranteed with the installation of Open Libraries Solutions.

The employer believes that CCTV and entrance to premises via library card will provide the relevant safeguards; UNISON say this reliance on basic technology is foolhardy. These functions alone will not provide the quick response that would be required in an emergency nor would it prevent the improper use of facilities or ensure the personal safety of those who would use the service out with normal hours.

No documentation or strategy has been provided by which would:

- o Prevent libraries becoming the focus of antisocial behavior
- o Assist persons who fall ill or are incapacitated during staff-less opening Hours
- o Direct the public to safety in the event of a fire or flood
- o Police library premises ensuring the safety of those who were to properly use services out with normal opening hours
- o Give guarantee to the safety of unaccompanied children

On top of this, evidence from other local authorities shows that Open Libraries Solutions also raises serious issues of equality:

- o Women are far less likely to enter an unstaffed building
- o Physical access is prohibitive to those who are elderly, infirm or with a disability
- o For those with learning difficulties it will be a struggle to use the facilities without staff support

There is also no acknowledgement that a library does not properly function without a well-trained and motivated staff. No self-service terminal or staff-less building can advise and guide young students in their education, help the long-term unemployed back into work and provide a sense of community for the elderly and infirm. UNISON believes that the Council would be better placed investing resources into ensuring the future sustainability of our library services as opposed to simply keeping these buildings open for longer.

This AGM calls upon the union to support this motion and instructs our branch officers to:

1. Be actively involved from the beginning of any pilot scheme or introduction of Open Libraries Solutions, ensuring that all relevant risk assessments and health and safety measures are conducted and acted upon prior to any implementation.
2. Highlight the professionalism, dedication and importance of library staff. Making it clear that the safety of library jobs is paramount and that if Open Libraries Solutions was to be used as justification for further cuts, or an alternative to employing new staff, UNISON would ballot our members for industrial action.

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

4. PA pay and conditions

Proposed by Greg Holland (Voluntary Sector) and Jonathan Calthrop (Voluntary Sector)

This Union notes:

- 1.1 A PA is employed directly by the service user/disabled person using Direct Payment funding, which is part of Self Directed Support (independent living).
- 1.2 CEC had an informal agreement with the employers/service users that their employees (PAs) would have their pay increments matched to Council staff.
- 1.3 PAs were denied a 2.25% pay increase in 2009/10 when the Council reneged on the informal agreement to match pay with Council staff.
- 1.4 PAs were also denied a 1.0% pay increase in 2015/16, which was awarded to Council staff.
- 1.5 The Council has since agreed to reinstate the informal agreement but given the previous failure to honour the agreement, this cannot be trusted and is therefore unacceptable.

Continued from page 17

This Union believes:

2.1 PAs provide a valuable service on a one to one basis meaning they are the first responder to emergencies.

2.2 With experience they develop a detailed knowledge of their employer's condition ensuring continuity of care and a better quality of life for their employers.

2.3 PAs provide care for their employers in their own home when they are ill meaning large savings for the NHS.

2.4 There has been an approximate 13.5% pay cut in real terms added to the future 5% for NEST pension contribution within 2 years meaning approximately 18.5% pay cut in real terms.

2.5 Specialist/Consultant recognition and approval of complex support given, results in good health and wellbeing which reduces reliance on NHS and costly hospital admissions.

2.6 Specialist training by NHS staff has been cut resulting in current PAs training new employees.

2.7 Legally, pay increments are the responsibility of our employers but the Council will not increase their funding and the employers' reaction has been almost non-existent.

2.8 The nature in which PAs are regarded is highlighted by the fact such an important agreement is only informal.

2.9 PAs are not part of a collective bargaining agreement and so have been forgotten about and largely ignored.

This Union resolves:

3.1 To achieve a contractual, legal written

agreement to match PA pay increments to Council staff increments.

3.2 To regain the 2.25% plus 1% increases denied to us in 2009/10 and 2015/16.

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

5. Work Related Stress and Mental Health Wellbeing

Proposed by Ian Mullen (Place) and Duncan Smith (Chief Executive)

This Branch believes that:

As the result of the austerity agenda imposed by the Westminster Governments, and passed on by the Scottish government, the resulting huge budget cuts to local authorities has led to a massive loss of jobs and essential public services being removed.

The remaining staff have had to bare the burden of ever increasing workloads they are feeling overworked, unsupported by the employer, feeling greater levels of job insecurity, anxiety, work-related stress and are also feeling bullied and harassed.

This Branch therefore calls on the Council:

o To ensure that Departmental and individual Stress Risk Assessments are completed and updated annually or where there is a change in working practices/procedures.

o To ensure that the early identification of Work Related Stress and/or Mental Health illness is treated as a priority.

o To ensure that confidential specialist counselling services are made available to all staff on request or when referred by the Council's medical advisor or a GP.

o To put in place a consistent support mechanism for staff with Work Related

Stress or Mental Health Illness which incorporates regular reviews and avoids added stress or threat of dismissal.

o To ensure that management discretion is used appropriately when Absence Management reviews or hearings take place.

Further this Branch resolves:

o To develop an ongoing Awareness Campaign highlighting the effects of Work Related Stress and workplace risks to Mental Health Illness.

o To carry out a Mental Health at Work training programme for all Unison representatives.

o To highlight the ongoing psychosocial health concerns of UNISON's membership to the highest levels of the Council.

o To work in partnership with the council's Corporate Health & Safety Team and HR Human Resources/Employee Relations to identify the demands which put staff at risk.

o The Council has a statutory Duty of Care to all of its staff, they need to be reminded that this duty extends to all aspects of the employees' health and wellbeing including the serious problem of Work Related Stress and its potential to lead to more serious Mental Health difficulties. We will take all necessary steps to ensure that our members are protected and the employer is held to account if they fail in their duty to protect our members health and wellbeing

11. ANY OTHER BUSINESS

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

The full Branch Rules are available at unison-edinburgh.org.uk/about-us/branch-constitution-and-rules/
No standing order or rule changes were received..

Agenda Item 10 Policy Motions - AGM 2019

Council Budget, Cuts, Redundancies (local)

1. Council Budget reduction

Proposed by Tom Connolly and David Harrold (Communities and Families)

The huge impact of constant cuts to local government funding has had and continues to have a devastating effect on essential services. In the last five years the loss of over a third of a billion pounds from City of Edinburgh Council's budget has not just resulted in significant cuts to jobs but the irreplaceable loss of experience and knowledge across all services.

Westminster's austerity agenda is compounded by the Scottish Government's lack of thought and concern as to the impact their underfunding is having on local government services. The Scottish government have therefore directly contributed to the rise in homelessness and the lack of provision in social care.

This AGM calls on the branch to build a campaign of opposition and resistance to the

ongoing cuts and to build alliances with community organisations and other unions.

This AGM calls on the branch to highlight Holyrood's chronic underfunding of Local Government. Demanding that the Scottish Government uses their tax raising and borrowing powers with the purpose of ensuring that Councils receive the finance that they need.

This AGM calls on the branch to lobby those city councillors who would implement and enforce cuts and those who would ignore the negative impact that this has on jobs, and already overstretched staff and service users. The branch will ensure that the employer does not cut terms and conditions or introduce punitive policies and procedures that would have a negative impact on our members health and wellbeing.

UNISON services and structure

2. Transfer from Industrial Action Fund

Proposed by John Stevenson and Tom Connolly (Communities and Families)

This branch notes the decision of the 2018 AGM to give the Treasurer the authority to transfer £50,000 from the Industrial Action Fund to the General Fund in the financial year 2018. It noted that this would leave the Industrial Action Fund at over 38% of the annual income from members, far more than the required 8%.

The 2018 AGM also instructed the branch treasurer to, as and when financially prudent, take measures to restore the level of the fund.

It notes that the treasurer in conjunction with the Policy and Finance Committee considered that only £20,000 required to be

transferred in 2018.

It also notes that a motion which included review of branch funding was not carried at UNISON National Conference and as such the current system of Objective Based Budgeting and the potential for financial uplifts from HQ remains in place. While this is welcome, it hinders longer term planning, especially in terms of staffing.

As such this AGM gives the Branch Treasurer the authority to transfer part or all of the remaining £30,000 of the 2018 decision to the General Fund, as and when required, subject to approval by the Policy and Finance Committee.

3. Branch Structure

Proposed by John Stevenson and Tom Connolly (Communities and Families)

This AGM notes that the current branch structure in terms of committees, officer posts and responsibilities dates from the needs of the NALGO and NUPE branches at the time of merger in 1996 into the City of Edinburgh Branch.

There has been a considerable change since then in the needs of the membership and the issues that face the branch in representing them, but there have only been minor changes to the structures in that time.

This AGM believes that after over 20 years, a review is long overdue and instructs branch officers and the branch committee to review and update structures with a view to bringing forward the relevant rule changes to the 2020 AGM.

The review should ...

1. Involve full consultation with the branch committee and members via their stewards' committees
2. Address a more significant role for stewards' committees and conveners
3. Ensure adequate support for representing members while shifting the focus significantly to an organising model to recruit, include and support activists at all levels.
4. Create a flatter service conditions structure with clear leadership remits and lines of accountability, ensuring that officer time is used most effectively.
5. Review the committee system to avoid issues being duplicated in several forums.

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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 40 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

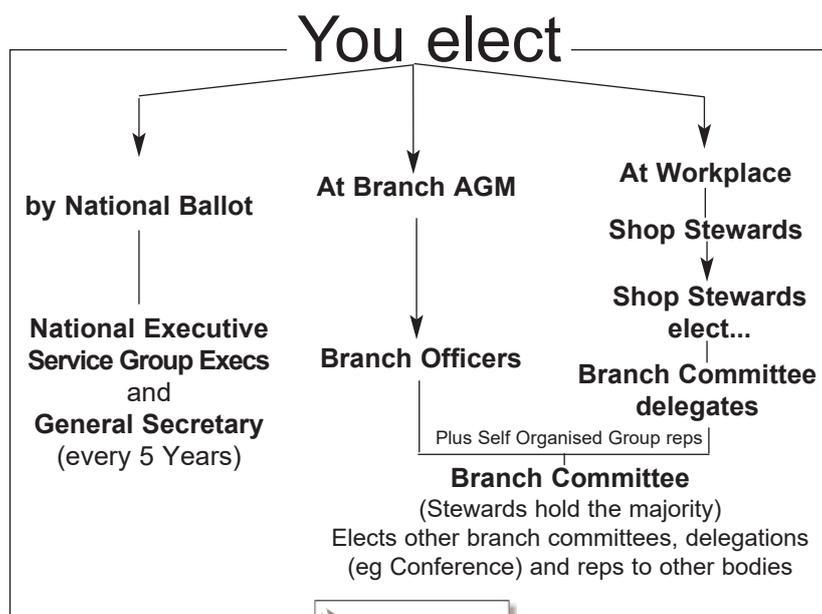
For structurally disadvantaged groups, eg Women's Group, Young Members, Black Members, Disabled Members, Lesbian, Gay, Bisexual and Transgender Members.

Making your VOTE COUNT

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

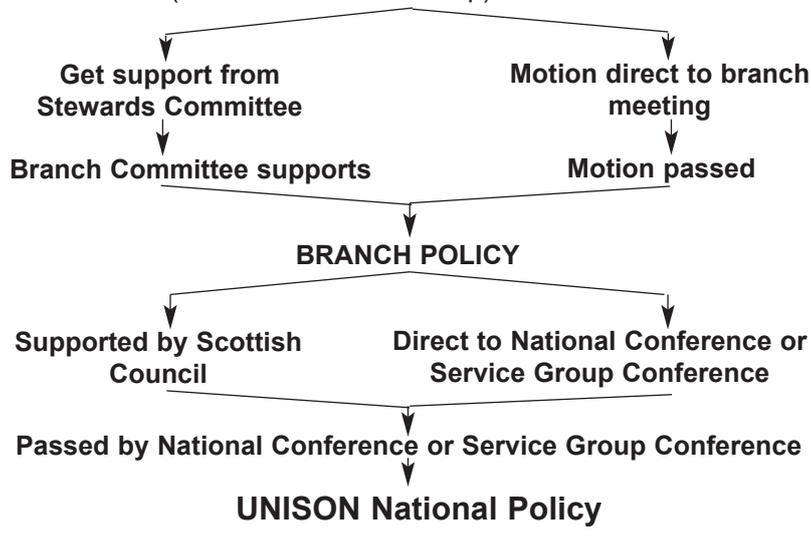
UNISON is a lay member led union with democratic structures at all levels. But these structures are no good unless members themselves exercise their right to use them.

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.





Three simple ways to join UNISON today



Join online at
joinunison.org



Call us on
0800 171 2193



Ask your rep
for a form

You can also call 0131 558 7488 or download a form at
www.unison-edinburgh.org.uk

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