

BRANCH AGM

Your Experience - Your Voice - Your Union
Hear and discuss the latest Budget Cuts

The Annual General Meeting will be held across 7 Aggregate Meetings:

Wednesday 19th February 2020

12:15 - 13:45

WHEC, 5 Murrayburn Drive, Edinburgh

Thursday 20th February 2020

12:15 - 13:45 & 14:30 - 16:00

North East Local Office, 101 Niddrie Mains Road, Edinburgh

Wednesday 26th February 2020

12:15 - 13:45

Council Chambers, City Chambers, High Street, Edinburgh

Thursday 27th February 2020

12:15 - 13:45 & 14:30 - 16:00

North West Local Office, 8 West Pilton Gardens, Edinburgh

Thursday 27th February 2020

18:30 - 20:00

Methodist Church, 25 Nicolson Square, Edinburgh

Members need only attend **one** of the Aggregate meetings. If you attend more than one meeting you can only vote at one of them and can only be included in the quorum for one of them.

Sandwiches and refreshments will be available at all meetings.

The AGM Agenda and Annual Report is available at <http://unison-edinburgh.org.uk/annual-general-meeting2020/>

BRANCH OFFICE HAS MOVED

The branch has now been relocated to:

**Douglas House,
60 Belford Rd,
Edinburgh EH4 3UQ.**

Our phone number, 0131 558 7488 remains the same. We occupy the ground floor with the Regional UNISON Office on the first floor and the training rooms on the top floor. The move was essential as our current lease became too expensive and became a strain on our finances.

Join us in UNISON 0131 558 7488 or www.unison-edinburgh.org.uk

Environmental Officer

Our branch recently approved the formation of an Environmental Officer role, so we are seeking someone keen and committed to the Environment to develop and become active in this role. The role can involve:

- Representing the workforce in discussions and negotiations regarding the development and implementation of the Councils environmental policies and practices.
- Acting on behalf of members as a link person with local environmental campaign organisations such as Friends of the Earth,

Greenpeace, Stop Climate Chaos or Extinction Rebellion.

Environmental policies and practices can cover areas such as energy use, recycling, travel and Pension fund disinvestment from fossil fuels.

Attend UNISONS Green Network (next meeting on Saturday 29 February)
Gerry Stovin, Assistant Branch Secretary says “this role will become increasingly important within UNISON as the Climate emergency requires us all to change what we do and how we do it”.

BREXIT and EU Nationals

It is with immense sadness that BREXIT has been forced upon all the people of Scotland in such a damaging way. Our EU colleagues within Edinburgh Council are encouraged to register for residents status.

The Home Office campaign does not cover the full range of citizens who can apply under the scheme. The messaging is centred on “white” EU/EEA/Swiss citizens and some family members.

Many overseas citizens in the UK do not identify as an EU/EEA and Swiss national because they are from another country, have dual nationality and are a passport holder of one of the EU/EEA country and/or Switzerland.

Some might not realise yet that their stay in the UK is conditional on the status of their EU/EEA /Swiss family member(s) and they too must acquire status to remain in the UK.

The Scheme is open to:

- UK residents from EU/EEA countries and Switzerland.
- Non EU/EEA/ Swiss citizens who are certain family members of the above people can apply if they can provide evidence of their relationship to an EU/EEA citizen. To verify your eligibility, check the government website – <https://www.gov.uk/settled-status-eu-citizensfamilies/not->

EU-EEA-Swiss-citizen

- Family members of Irish citizens from outside the UK and Ireland.
- Even if you have previously had a document from the Home Office, such as a Registration Certificate or were registered under the Workers Registration Scheme you must apply.
- If you have an EU/EEA/Swiss Permanent Resident document you must apply too because this status has been issued under EU Law and will become invalid after **31 December 2020**. However, it will count as evidence of residence during your settled status application.

Consolidation of Living Wage

As part of the recent pay award, Local authorities are to stop paying a supplement to low paid staff to top up their wage to achieve the Living wage and incorporate it into the pay structure.

The estimated implementation cost for the whole of Scotland is around £100 million, yet Edinburgh is proposing a cost of £20 million alone. Unfortunately the Council will not add in £20 million and will pay for this by taking it back from all of us. How they do that will be revealed through consultation starting in April and May.

It means that there will be those who gain and those who lose, the pain of Modernising pay all over again. We will need members to be strong and fight for a fairer settlement that does not take away your pay rise that is already agreed.

STOP THE CUTS TO EDINBURGH'S SERVICES

It is time to say **ENOUGH IS ENOUGH** and stand up for
our local jobs and services

The Council will go ahead with setting its budget on the 20 February without Westminster or Holyrood finalizing our allocation.

No doubt whatever the final amount is it will lead to cuts in services, hundreds of jobs lost, centers closing, increasing stress at work, outsourcing and a crisis in Health and Social care.

If you care about what happens to the vulnerable in our city and what happens to you and your colleagues come join us for a protest before the Council meet to set the budget.

**Thursday 20 February 2020 at....
08.30 - 10.00 City Chambers High Street Edinburgh**

Stress levels at breakdown point

Further £33m in cuts

Health & Social Care Funding Crisis

Hundreds of jobs to go

Outsourcing back



If you have logged on to your computer recently you will have been met with the “empowerment accountability ladder”

We have raised our concerns regarding this ladder and how it makes staff feel when their budget has been stripped and their ex-colleagues post remains vacant. By the number of members who have contacted us, our concerns are shared.

Looking at the ladder it looks nothing like “empowerment to act to make things happen” but more like its original purpose in the business world, of making employees accountable for their work. It’s a tool to increase efficiency, but “your people need to feel that they are in control before they can

become accountable. Trying to build a culture of accountability before you give them control will not work”

In a time of Austerity, budget cuts, rationalisation, reviews and Job cuts have you ever met anyone in the Council from top to bottom who is in control.

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A decade of Tory Austerity leaves Edinburgh Council £240 Million worse off

Holyrood cuts to Local authorities will take another 10% off our budget.

Your colleagues disappear to leave you with an impossible workload

Increasing stress at work and Muscular skeletal injuries

Recruitment , Agency and overtime freeze with rising demand



HEALTH & SOCIAL CARE: WORKING TOGETHER

A great deal has been achieved in the Health & Social Care Department thanks to UNISON building an excellent working relationship with senior management, in particular the Locality Managers. This has proved to be vital in securing significant changes to the way we work.

Where once upon a time there were issues regarding staff being sent on mandatory training and either not getting the time back or being asked to complete their shift on completion of said course UNISON have secured agreement that:

- If a training day is to be a half day then the time will be deferred (by agreement) to another day.
- If the training day is to be a full day, then the shift will be regarded and recorded as completed.

Staff at various locations were being prevented from accessing the Orb. This was preventing them from properly reporting accidents, applying and getting a swift response regarding annual leave and generally being kept up to date by the employer regarding workplace issues. Again, UNISON secured agreement that:

- staff will be able to access their workplace email during working hours and will be given time to do so at the beginning or the end of your shift.

Staff had raised concerns at the number of hot desks and their siting within each building. This created situation where the affected teams were being spread out over each building preventing quick and effective communication. This was being compounded by other departments who tended to monopolise these desks simply because they arrived at work first. Productivity was affected and concerns as to potential breaches of confidentiality were common. As a result of UNISON's intervention, it has been agreed that:

- The positioning and number of hot desks needs rethinking and the employer will seek to relocate all EHSCP Teams to one section/area/floor to address existing problems with communications and productivity.

These are just a few examples of UNISON working on your behalf. David Harrold, UNISON's Service Conditions Convenor says, "Much was achieved in 2019, but this coming year brings many new challenges. I would urge our members to play a more active role and stand as stewards, problems that appear insurmountable are resolved by people coming together and working for the common good. A better and more secure future can be had when we stand as one; nothing is hopeless".