

UNISON City of Edinburgh

Local Government & Related Sectors Branch

AGM 2008



When we speak on behalf of our members



When we speak to our members

UNISON is the leading public services union with over 1.3 million members. And when we talk we need people to listen. But when we're helping or advising individual members, we prefer the more friendly one-to-one how-can-I-help-you approach.

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services

Monday 18 February 2008, 6pm
Assembly Rooms, George Street, Edinburgh
Agenda and Annual Report 2007

CALLING NOTICE



To All Members

Dear Colleague

All members are urged to attend the Annual General Meeting of the branch on **Monday 18 February 2008 at 6pm in the Assembly Rooms, 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 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 12 noon Wednesday 13 February**.

Questions on the Annual Report and Financial Statement must be received by **noon on Friday 15 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

George Lee
Branch Secretary



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AGENDA

1. Opening Remarks/ Introductions
2. Appointment of Scrutineers
3. Standing Orders
4. Minutes of Branch Meetings 2007
Annual General Meeting 21 February (p20-22)
Special General Meeting 17 July 2007 (p22)
5. Annual Report 2007 (Pages 11-19)
Questions on the Annual Report and Financial Statement should be submitted to the Branch Office by noon on Friday 15 February.
6. Financial Statement (Page 19)
7. Special Reports
Reports on any urgent or emergency issues from Service Conditions Team.
8. Election of Branch Officers
See below. Voting will be by secret ballot at the meeting
9. Rule Changes
None submitted.
10. Policy Motions
See pages 4-10

Agenda Item 8 Election of Branch Officers

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

POST	CANDIDATE	NOMINATED BY
PRESIDENT	John Stevenson Children & Families	Kirsten Hey (Health & Social Care), Jim Quinn, Carol Richardson (Corporate Services)
CHAIRPERSON	Duncan Smith Services for Communities	Services for Communities Shop Stewards Committee, Children & Families Shop Stewards Committee
VICE-CHAIRPERSON (2)	Matthew Creighton Associated Bodies Rose Jackson Health & Social Care	Paul Clarke & Luke Henderson (Services for Communities) Marlyn Tweedie & Mary McCrea (Health & Social Care)
SECRETARY	Agnes Petkevicius Children & Families Job Share { Agnes Petkevicius/ Children & Families John Ross Services for Communities	Services for Communities Shop Stewards Committee, Rose Jackson & Mo Innes (Health & Social Care), Children & Families Shop Stewards Committee. John Stevenson (Children and Families) Irene Stout (Services for Communities)
ASST SECRETARY	Luke Henderson Services for Communities	Services for Communities Shop Stewards Committee
TREASURER	Mike McCrossan Services for Communities	Services for Communities Shop Stewards Committee
* EQUALITIES - ELECTION REQUIRED	Malcolm Parnell Children & Families Irene Stout Services for Communities	Children & Families Shop Stewards Committee Children & Families Shop Stewards Committee City Development Shop Stewards Committee Services for Communities Shop Stewards Committee Corporate Services Shop Stewards Committee Rose Jackson & Marlyn Tweedie (Health & Social Care)

(NOTE: Children & Families Shop Stewards Committee has nominated two opposing candidates for the same post. This is not technically against Branch rules but is irregular and against the spirit of the rules. Further advice is being sought. The chair will make a ruling at the AGM as to whether the nominations can stand).



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ELECTION OF BRANCH OFFICERS (continued)



POST	NOMINATED BY	
SERVICE CONDITIONS TEAM		
CO-ORDINATOR	John Mulgrew LVJB	Services for Communities Shop Stewards Committee
CONVENER (APT&C)	John Ross <i>Services for Communities</i>	Children & Families Shop Stewards Committee, Services for Communities Shop Stewards Committee
CONVENOR (Craft)	Walter Weir <i>City Development</i>	City Development Shop Stewards Committee Services for Communities Shop Stewards Committee Children & Families Shop Stewards Committee
CONVENER (Manual)	Kevin Duguid <i>Finance</i>	Services for Communities Shop Stewards Committee Children & Families Shop Stewards Committee
* SERVICE CONDITIONS OFFICERS - ELECTION REQUIRED (4 - at least two must be women)		
Alan Brown <i>Children & Families</i>	George Lee & Andrew Scanlon (Health & Social Care)	
Tom Connolly	Services for Communities Shop Stewards Committee, Children & Families Shop Stewards Committee	
Dot Paterson <i>Health & Social Care</i>	George Lee & Andrew Scanlon (Health & Social Care)	
Agnes Petkevicius <i>Children & Families</i>	Children & Families Shop Stewards Committee	
Irene Stout <i>Services for Communities</i>	City Development Shop Stewards Committee	
Elaine Wishart <i>Corporate Services</i>	Services for Communities Shop Stewards Committee Rose Jackson & Jim Kelly (Health & Social Care) Children & Families Shop Stewards Committee, Corporate Services Shop Stewards Committee	
HEALTH & SAFETY		
Derry Morrice <i>Services for Communities</i>	John Ross (Services for Communities) & John Stevenson (Children & Families)	
RECRUITMENT/MEMBERSHIP SERVICES OFFICER		
	Irene Heggie <i>Finance</i>	Irene Stout (Services for Communities) & John Ross (Children & Families)
* COMMUNICATIONS - ELECTION REQUIRED		
	Luke Henderson <i>Services for Communities</i>	Services for Communities Stewards Committee
	John Stevenson <i>Children & Families</i>	City Development Shop Stewards Committee Children & Families Shop Stewards Committee
WELFARE		
Job Share	Gillian Allan (LVJB) Mike Smith (Finance)	Mike McCrossan & John Ross (Services for Communities)
* LIFELONG LEARNING OFFICER - ELECTION REQUIRED		
	Dot Paterson <i>Health & Social Care</i>	Children & Families Shop Stewards Committee S Wilson & Y Olver (Health & Social Care)
	Graham Neil <i>Children & Families</i>	Children & Families Shop Stewards Committee
<i>(See note under Equalities Officer)</i>		
EDUCATION		
	Dot Paterson <i>Health & Social Care</i>	S Wilson & Y Olver (Health & Social Care)
INTERNATIONAL		
	Matthew Creighton <i>Associated Bodies</i>	Paul Clarke & Luke Henderson (Services for Communities)
YOUNG MEMBERS OFFICER		
	Chris Jeffrey <i>Services for Communities</i>	Services for Communities Shop Stewards Committee Corporate Services Shop Stewards Committee
AUDITORS		
	Alan Bennet <i>Finance</i>	John Stevenson (Children & Families) John Ross (Services for Communities)
	Stewart Mullen <i>Services for Communities</i>	John Stevenson (Children & Families) John Ross (Services for Communities)



10. POLICY MOTIONS

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

- Council Budget, Cuts, Redundancies (local action)
- Service Conditions Issues (issues like pay and conditions)
- Health & Safety
- Pensions and Superannuation
- UNISON Services and Structure
- Policy and Campaigning
- Economic Policy
- International

● Miscellaneous

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

COMPOSITES

* Movers of motions marked thus are asked to try to merge them into composites to simplify business.

EMERGENCY MOTIONS

Must be urgent, unable to be submitted within the timescales and relevant. They require a two-thirds majority to be heard. **Because of rapidly changing developments in the Council Budget, Single Status and Equal Pay, negotiators will wish to submit emergencies on these so that the content is as up to date as possible.**

Council Budget, Cuts, Redundancies (local action)

1. Branch Levy

Proposed by John Stevenson (Children & Families), John Ross (Service for Communities)

This meeting agrees the principle of establishing a branch levy for the purpose of supporting members who are involved in Industrial Action which may be increasingly likely due to a range of issues including budget cuts, single status, shared services etc.

We call upon Branch Officers to enter into discussions with appropriate Regional and National officials with a view to developing a framework which would then be the subject of a branch ballot to establish a local branch levy.

2. *Organising to challenge the crisis in council jobs and services

Proposed by John Stevenson (Children and Families) and John Ross (Services For Communities)

This branch believes that there is an impending crisis for local government jobs and services and that the specific budget problems in Edinburgh are a forewarning of potential problems throughout Scotland. The effects of this crisis will be felt by workers in local government but also by all UNISON members who depend on local services.

local services and what will be raised by abolishing the council tax and replacing it with a national tax for local government. While this not only presents a potential financial disaster for local services, the tax will also damage both local and Scottish Parliament democracy and accountability.

These problems arise from

1. A low treasury settlement for public services
2. The real cost of PPP/PFI projects coming home to roost
3. Increases in need and in duties imposed by the Scottish Government not being matched by the necessary funding
4. Unrealistic efficiency targets increased by 25% by the Scottish Government
5. The freeze on council tax rises which removes the fundamental ability of councils to take funding decisions based on local need and local democracy and to respond to local circumstances
6. The huge shortfall (between £750 million and £1 billion) between what is currently spent on

7. A distribution of business rates that does not reward local investment in infrastructure. UNISON Scotland fully supports the return of non-domestic rates to local authority control. The return of non-domestic rate setting would increase local democracy and the accountability of councils.
8. The continuing woeful gap between Scottish Government funding and the real cost to councils in providing services for children and vulnerable adults.
9. A failure to fund the real costs of Equal Pay and Single Status
10. An approach to Shared Services which is based on "cheapest is best" rather than genuinely improved services.

Continued



POLICY MOTIONS (continued)

11. While we welcome the removal of some ring-fenced funding to allow more flexible local management of resources, this is undermined by the efficiency saving demands and the inability to set local taxation levels.

In Edinburgh the situation is exacerbated by the lack of 'payback' from business rates from the huge investment in Edinburgh in infrastructure and other projects to attract business and investment.

This branch believes UNISON requires to take a co-ordinated approach to meet these challenges at local and national level. This should involve:-

a) A Scotland-wide strategy that challenges these issues at parliamentary level, building on the

work already done to get our public services message across to all political parties

b) Collating the experiences of branches and, wherever possible, co-ordinating action against cuts in jobs and services so that branches are not left isolated.

c) The development of a strategy that would seek to co-ordinate industrial action across branches if that becomes necessary.

d) The development of links at local and national level with user groups and community organisations

The terms of this motion to be adjusted as appropriate for submission to Scottish Local Government Conference.

3. *Defending and Improving Public Services in Edinburgh

Proposed by Matthew Creighton (Associated Bodies), Paul Clarke (Services for Communities)

This branch anticipates considerable challenges in coming years arising from the policies being pursued by the new political administrations at Holyrood and at the City Council as well as those of the UK Treasury. These include:

1. Lack of funding for equal pay and single status
2. Excessively tight budget setting driven by inadequate funding for local government
3. Re-organisations implemented without sufficient forward funding
4. Rising requirements of statutory services
5. Freeze on Council Tax rises and the anticipated gap in funding for the proposed so-called Local Income Tax'
6. Flawed funding models (PFI, PPP)
7. Disconnect between infrastructure needs of the capital city and Business Rates being administered at Scottish level.
8. Dangers of externalisation in the Shared Services agenda
9. 2% efficiency savings target

We recognise that in order to defend and improve public services and the needs of those

who provide them, we will have to argue through each of these issues in the public arena. In particular we recognise that with relatively new administrations and councillors/MSPs at Edinburgh and Scottish levels, we should devote more effort to systematic lobbying of our elected representatives.

We recognise that we will need to organise more joint campaigns with service users and public campaigns, and applaud the establishment of the Social Care Campaign; and the regular and effective use of media relations by the Branch.

We instruct the incoming Secretary and Branch Committee to prepare plans to systematically take UNISON's message to elected representatives in Edinburgh through the mobilisation of members, stewards and officers to lobby them on a case by case basis. This will involve training programmes, briefing materials, co-ordination and regular review.

We call on UNISON Labour Link to work with and within the Labour Party around defence of services and strategies for proper funding of public services delivered by public services.

4. Cuts to Home Care services for adults

Proposed by Mary McCrea (Health & Social Care), Marlyn Tweedie (Health & Social Care)

This AGM notes that in August '07, Edinburgh Council were forced to retreat from their threat of closing 22 schools after an inspiring and determined campaign.

In September '07 a drastic cuts package in the Health and Social Care department has been implemented as a way of "balancing the books". These cuts significantly attack the resources and services available to support the frail and disabled to remain in their own homes with dignity.

As council social care workers, who are committed to providing quality services, we condemn this attack on our services and jobs.

It Means:

- Care at home restricted to those who meet critical criteria or hospital discharge. Once seen as not being critical, the service is withdrawn.
- Only one hot meal per day - frozen meal - 30 mins allocated.





POLICY MOTIONS (continued)

Motion 4 continued..

- Increasing charges for services
- A new Care Home built by the department now run by a private company
- A general rundown of Home Care services and more going to private agencies.

Since these cuts have been implemented, staff are under even more pressure to provide a service which is rushed, leaving service users with less choice and a service that only maintains a basic level of care.

In December '07, in keeping with UNISON policy, a public campaign against these measures was initiated. This will continue until our department and the Council take our concerns seriously and rethink their budget policy.

We ask this AGM to

1. Support this campaign
2. Calls for an opposition to cuts and privatisation
3. Encourage maximum involvement from UNISON members and members of the public.

Service Conditions Issues (ie pay and conditions)

5. 2008/2009 Pay Claim

Proposed by Ian Hood (Health & Social Care), Duncan Smith (Services for Communities)

1 This branch notes

1. The submission of the 2008-2009 Scottish local government pay claim for £1,000 or 5%, whichever is the greater.
2. The plans by Gordon Brown's government to cap public sector and in particular local government workers' pay rises to less than 2%.
3. That there is no shortage of money for bailing out Northern Rock (so far £50 billion - half the cost of the entire NHS).

2 The branch believes this our claim is reasonable given

1. That real inflation is at the level of 4 to 4.5% per year and
2. That annual pay settlements allow more flexibility

for changing circumstances, particularly given the unsettled economy and the "credit crunch".

3. This pay claim is winnable if we win the membership to an active support for the claim.

3 This branch resolves to

1. Produce a regular series of bulletins and newsletter informing members of claim and the reasons for support.
2. Produce a new section of the Branch website with campaign information.
3. Regularly issue pay claim information by email to branch members and activists.
4. Organise a range of members meetings and support stewards to organise workplace meetings briefing members on the pay claim.

6. Conversion of public holidays to annual leave

Proposed by John Ross (Services for Communities), Irene Stout (Service for Communities)

This meeting notes the intention of the City of Edinburgh Council to follow the example of other councils who have converted a proportion of their level of Public Holiday provision towards an equivalent number of days which would be additional to current Annual Leave provisions.

Whilst recognising there may be perceived service provision improvements in keeping facilities open on public holidays we are concerned such an amendment to our working contract may lead to deterioration in earnings potential for groups of staff who currently work public holi-

days which attracts enhanced payments.

The removal of the status of Public Holidays would also impact on those with children where their local school would then be closed on a normal working day thereby causing carer difficulties.

We call upon our negotiators to oppose any amendment to the current provision and to seek appropriate advice and guidance from the union should the authority attempt to impose a unilateral variation to contract.

7. Flexible Working

Proposed by John Ross (Services for Communities), Irene Stout (Service for Communities)

This meeting welcomes progress made by the government on issues of flexible working with self evident benefits for parents of pre-school children but remain concerned the strength of rights does not extend to those responsible for youngsters who are within the mainstream educational system nor

to those who may have dependant responsibilities.

We call upon the union at all levels to pursue the extension of the current provisions and request Labour Link to make similar representations as appropriate to their locus.



8. Supervision meetings/ training needs analysis

Proposed by John Ross (Services for Communities), Irene Stout (Service for Communities)

This meeting recognises one of the most fundamental purposes of supervision sessions is the identification of ways in which an individual can better perform their job.

Fundamental to that aim is the identification of training needs but there is evidence investment in this area has been regarded as a luxury by certain managers who view this non-statutory expenditure as an "easy saving" during times of budgetary problems.

We call upon branch officers to request a breakdown of training expenditure over the past 4 years and to seek an indication from the Administration of what they anticipate their level of expenditure will be on training/education during 2008/2009.

Training/education opportunities are fundamental to the provision of career opportunities for our members and the ring-fencing of monies allocated for that purpose should be an objective in the coming years.



Health and Safety

9. Domestic Abuse

Proposed by Irene Stout (Service for Communities), John Ross (Services for Communities)

We view with concern the failure of many employers to act in any substantive way to support their rhetorical statements of condemnation of Domestic Violence when the victims are their own employees. There appears to be a failure to recognise the impact Domestic Violence has not only on an individual's personal life but also on their work performance.

It is also recognised that several years have

elapsed since the union issued guidelines for negotiating purposes and initiated the "Raising the Roof" campaign but it is of concern there has been no visible evidence that Domestic Violence is still a material issue on the national agenda.

We call upon the NEC and regions to provide updated campaigning and negotiating materials for branches.

Policy and Campaigning

10. Asylum seeker children and families

Proposed by John Stevenson (Children & Families), Irene Stout (Services for Communities)

This branch welcomes the developments since it passed resolutions at the 2006 and 2007 AGMs to:-

- campaign for an end to the forcible removal of asylum families and an end to dawn raids.
- campaign for an amnesty for all asylum families living in this country for a year or more.
- support members working with asylum seeker children to use Scottish legislation to the full to ensure these children had the same rights and protections as all other children.

It notes the key role of the Branch in promoting the campaign at Scottish and UK level culminating in:-

- lobbying of government resulting in immigration officials having to be subject to enhanced disclosure checks, a review of the removal process and a lead professional for asylum seeker children to assess their welfare

- a well-received a guide for members jointly produced by UNISON and the British Association of Social Workers and co-written by the Branch Communications Officer.
- joint work with campaigning organisations, conferences, lobbying and keynote events to promote the concept that ALL children's welfare is paramount under Scottish legislation.
- a very successful Conference Fringe meeting and the mounting of a UK campaign.

In addition, the campaign has contributed to:-

- an indication that 1,400 families who have been in Scotland since 2004 will be allowed to stay and further 400 will be assessed. This is fantastic news for children who have made Scotland their home over the years.
- politicians referring more and more to the child's welfare being 'paramount' - the basis of the campaign from the beginning.

continued on Page 8

POLICY MOTIONS

Motion 10 continued

- a UK Conference to campaign against the UK government's reservation from the UN Convention on the Rights of the Child will be held on 15 March 2008 and work is under way to set up a Scotland action group.

This branch resolves to:

- 1) Continue to be active in campaigning work

through the UNISON Scotland Social Work Issues Group

- 2) Continue to promote the principles laid out at the 2006 and 2007 AGMs and continue to devote the necessary resources to maintain the activities necessary to achieve that.
- 3) Publicise the successes of this campaign with our membership.



UNISON Services and Structures

11. Updating the Rule Book

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

This Branch recognises that the current branch rule book was drawn up in a spirit of negotiation and compromise to reflect the traditions of the four branches that came together to form the UNISON City of Edinburgh Branch over 12 years ago.

However, 12 years on there is a need to revise the rules for the following reasons:-

1. Due to the need to merge traditions, the rule book reflected the issues of the time and developed into a lengthy document covering areas that are no longer required in such depth.
2. Amendments have been made in a piecemeal way over the years. The rule book as a result is overly-complex and as such is not as acces-

sible as it should be

3. There will be a need over the next year to change branch structures to reflect the move to Single Status.

Given the wide range of changes needed, this Branch believes that a succession of amendments would further complicate the rules and therefore instructs core branch officers to:-

- i. Consult widely within the branch and with relevant full time officers to entirely replace the existing Branch Rules with a new Branch Rule Book to reflect the updated needs of the Branch and its members.
- ii. To make the new rule book available in advance to members and present it for their approval to the 2009 AGM.

12. Single Status and Branch Organisation

Proposed by Luke Henderson, Duncan Smith (Services for Communities)

This union branch notes

- (1) Existing branch policy is to fight for a "no losers" single status deal whereby nobody in the branch loses out financially.
- (2) Once Single Status has been implemented our union branch will need to be re-organised. With the creation of unified terms and conditions for both manual and APT&C, Branch Officer positions such as Service Conditions Officers for APT&C staff will cease to be meaningful.

This union branch believes

- (3) Branch Officers struggle to deal with the volume of work that arrives at the branch office. Where possible Stewards Committees and Departmental Convenors should be at the forefront of dealing with issues in their own department. However, Departmental Convenors often find that they do not get ade-

quate facility time to deal with issues that arise.

- (4) The re-organisation of our branch can be a great opportunity to devolve power and to empower Stewards Committees and Departmental Convenors.

This union branch resolves therefore

- (a) To fight for a significant increase on the current arrangements of facility time to improve the Branch's ability to meet the needs of members.
- (b) The allocation of facility time should reflect this change in the role of Departmental Convenors.
- (c) That a dedicated Branch Officer with sufficient facility time be given responsibility for recruiting stewards and providing support to stewards committees.



13. Local Government Annual Conference Agenda

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

In considering the agendas of the Local Government Annual Conference over the period since the decision was made to make this event a two day exercise it has become clear many of the issues on the agendas have not had a national perspective but have been relevant to particular negotiating bodies.

It is also recognised that regions, where appropriate, develop their own frameworks for negotiations with their relevant employers' groups.

We do not consider it appropriate motions be tabled at a conference when they do not impact on all authorised delegations but which

all currently have the right to vote on.

We call upon the Conference Arrangements Division to structure agendas for the Local Government Annual Conference to allow for day one to consider regional matters in separate forums which would allow day two to focus on national matters.

Such processes would give true ownership to decisions and also has potential cost benefits.

We call upon the Local Government Service Group to consult widely on this proposition with a view to reporting back to the 2009 Local Government Annual Conference.



14. Shared Services

Proposed by John Mulgrew (Lothian Valuation Joint Board), Elaine Wishart (Corporate Services)

This Branch notes with concern that the Council's Shared Service Agenda will have a major impact on Member's working conditions and job security.

Under Council proposals to re-organise Admin/Clerical, Home Based Services and

Procurement into cross Council single units there could be almost 500 job losses.

We call upon Branch Officers to co-ordinate working groups and negotiating frameworks across the affected areas once proposals are brought forward by Council.

15. Conference/seminar locations

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

It is noted that in the past few years there has been an increasing use of conference venues which are neither on the main national rail spine nor easily accessible by air travel.

Whilst recognising the intention to actively involve all regions in the activities of the union, allied to the limited availability of suitable conference accommodation, it should be acknowledged that the current system incurs higher travel costs, higher subsistence expenditure for the majority of branches and creates a potential barrier to open participation due to the need for more time-off vis-à-vis travel arrangements.

We are also now seeing reluctance from employers for attendance at conferences/seminars

when it entails significant travelling time in addition to actual participation in the event.

We would request the Conference Arrangements Division give cognisance to these factors and that they enter into consultation with all layers of the union with a view to creating a conference / seminar organisational framework which is both cost -efficient for branches and which recognises the limitations of potential paid leave provisions within individual branches.

Such consultation should be carried out with a view to detailed recommendations being brought forward to the 2009 National Delegate Conference.

POLICY MOTIONS

15. Shared delegates

Proposed by Irene Stout (Services for Communities), John Ross (Service for Communities)

This meeting welcomes the principle of branch representatives being allowed to share a delegate's position at a UNISON conference/seminar. This provides for greater individual participation within smaller branches who have limited delegations and also provides for development opportunities for those with limited experience of such forums.

Whilst we welcome this practice being available

in most of UNISON's events we note with concern this principle does not apply within the Self Organised Group framework and we call upon the union's constitutional organisers to bring forward suitable changes to the various relevant Standing Orders to facilitate the ability for branches to have Shared Delegates to all Conferences/Seminars.

International

16. International work of the Branch

Proposed by Matthew Creighton (Associated Bodies), Gillian Lawrence (Children & Families)

This meeting applauds the international relations work of UNISON. We recognise that as part of an international movement our goals are affected by political and commercial decisions taken at all levels from the local to the global; and that our support in turn can have important impact for trade unions across the world. We believe that in order to understand the issues faced by our members we need to learn from struggles and experiences dealing with similar issues everywhere; and to develop policies which are adequate to protect our members from the forces of globalisation.

The meeting agrees that the branch should continue with its current approach which involves:

- 1) An International Activists network, reporting through the International Relations Officer
- 2) An activity programme which is flexible to respond to new developments but focuses on:
 - a) Solidarity with Palestine; boycott of Israeli goods
 - b) Opposition to the occupation of Iraq and threats against Iran

- c) Support for and learning from Cuba and Venezuela
- d) Solidarity with Burma
- e) Lobbying on aid, trade and debt; supporting the vital role of public services
- f) Just Solutions to Global Warming
- 3) Information to members via flyers and lunchtime meetings
- 4) Affiliation to and co-operation with relevant campaigning organisations

We welcome the sponsorship by UNISON Scotland of the Edinburgh World Justice Festival in 2007 and urge that this is repeated for 2008.

In addition to the above we urge the International Relations Officer and the International Network to give support on our behalf to victimised trade unionists across the world through participation in UNISON's International Action and Amnesty International's TU Alert.

Miscellaneous

17. Affiliation to Edinburgh Trade Union Council

Proposed by Matthew Crighton (Associated Bodies), Paul Clarke (Services for Communities)

This meeting agrees that the branch should affiliate to the Edinburgh Trades Union Council (ETUC) and instructs the Secretary to bring a report to the Branch Committee with a recommendation about implementing this decision. This should cover the likely areas of co-operation with ETUC,

the management of the Branch input to ETUC, the number of delegates and the affiliation payment. When agreed by the Branch Committee, this decision should be implemented forthwith. In the event of this not being actioned by the end of May 2008 the default affiliation will be for six delegates.



SECRETARY'S REPORT



Redundancy threats must be met by action ballot

George Lee,
Branch Secretary

Over the past year we have seen a Labour administration unceremoniously dumped by the electorate in favour of a Liberal Democrat / SNP coalition in the Council and SNP minority rule in the Scottish Parliament.

It was hoped that a change of administration would see fresh ideas and the promise of both parties to consult stakeholders about the services they would like to see within the City, meaning real improvement in service delivery and recognition of the contribution made by their employees.

This was not to be the case and the new administration were soon in turmoil and threatening £10m cuts in council services.

In June this Branch voted overwhelmingly for a ballot on strike action. A ballot which we won, albeit, notable that certain elements of the Branch were arguing we were being premature in taking action. Subsequent proposals to close a large number of schools proved them wrong.

I remain of the view that Council services are all about people. People use the services and people deliver them. They are home helps, education and social work staff, engineers, road-workers, environmental health staff - all the people who provide Edinburgh's services.

You cannot make cuts of that size without a real threat of redundancies among the people delivering those services.

Redundancies were averted thanks to the actions of branch members and the echo that



Demonstrators on song at the rally in August

their action had within other groups throughout the city.

However, as highlighted in my report last year, the Council's insistence in pursuing the national strategy for **Shared Services** brought forward a report which threatened as many as 800 job losses under proposals to create Shared Services with Fife and Borders Councils.

This Branch must remain firm in its view that any compulsory redundancy involving a UNISON member will result in an immediate ballot for Industrial Action.

Equal Pay and Single Status discussions have continued with time limits coming and going without much progress. The Branch has again invested significant resources to ensure that progress is achieved to deliver the long-awaited (and legally required) equal pay structure whilst ensuring that low-paid women who have a legitimate (historical) claim have gained access to appropriate legal assistance and advice.

The failure of the Council to deliver an equality proofed **Job Evaluation** Scheme by the target set by them (1 October 2006) has now led to UNISON supporting secondary claims by low-paid women who had accepted a buy-out for histori-

cal inequality and I wish our legal team every success in their endeavours.

Pensions

You will recall that this Branch received huge support for the strike against cuts in pension rights (2006) and whilst the Government did in part back down, the final proposals as of the time of writing have still not been issued. It is clear that concerns remain there will be detriment applied to some existing and new scheme members alike. Members would be right to remain aggrieved if the protection offered to our colleagues in Health and the Civil Service is not to be afforded to Local Government workers.

Involvement at Scottish and National level

Our Branch again played a key role on many issues at this year's National and Local Government Conferences.

At National Conference delegates spoke to branch policy on debates about EU privatisation, Shared Services and UNISON subscription levels.

Branch delegates also reported back on an issue that needs

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Annual Report 2007

Branch Officers 2007/2008

- President: Joe Galletta
- Chair: Duncan Smith
- V/Chair: Matthew Crighton, Rose Jackson
- Secretary: George Lee
- Asst Secretary: Agnes Petkevicius
- Treasurer: Mike McCrossan
- Equalities: Irene Stout
- Health & Safety: Derry Morrice
- Service Conditions**
- Co-ordinator: John Mulgrew
- Convener (APT&C): John Ross
- Convener (Manual): Kevin Duguid
- Convener (Craft): Walter Weir
- Service Conditions Officers: Alan Brown, Agnes Petkevicius, Irene Stout, Elaine Wishart
- Communications: John Stevenson
- Recruitment/Membership: Irene Heggie
- Welfare Officer: Gillian Allan/ Mike Smith
- International: Matthew Creighton
- Education: Dot Paterson
- Lifelong Learning: Dot Paterson
- Auditors: A Bennett, S Mullen

Branch Support Staff



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



SECRETARY'S REPORT (continued)

Continued from Page 11
to be addressed for the future. It is not just in UNISON Service Groups that the devolution agenda is becoming obvious, it is at National Conference too.

Issues like housing, schools and many health and local democracy issues are specific to Scotland and we need to develop discussion in the union about how we can fully



involve ourselves under UNISON's national policy agenda.

There was also one speech that highlighted our branch's contribution to setting UNISON policy. Opposing the move to limit the number of motions the National Executive can submit, the Scottish Convener pointed out that in 2005 8% of motions were from the NEC whilst the City of Edinburgh alone submitted 5%!

At Scottish level **John Stevenson** continues to play a full role and is a member of the Scottish Committee, chairs the Communication and Campaigns Committee and edits the Scottish Bulletin and Website.

We also have strong representation on the Black Members and Disabled Members Groups. **Matthew Crighton** is a member of the International Committee and **Derry Morrice** is on the Health & Safety Committee.

Irene Stout sits on the Local

Government Committee and Scottish Committee, further evidence of the influence of this Branch in our Scottish organisation.

Branch Organisation

If Single Status is delivered this year, we will require to revisit our Branch structures, there being no need for posts dealing with former Manual and APT&C conditions. I would therefore remind members of the motion passed by last year's AGM that allows for a Branch Development Plan and a revised Branch structure to be placed before members as part of the consultation exercise on the final Single Status proposals.

It is vital we back the proposal at this year's AGM for a root and branch examination of our rules if we are to address this in a structured manner.

As a Branch we have continued to recruit and retain members but we must ensure that our organisation structures remain robust and relevant with respect to delivering the level of service required by our members.

Branch Office

The Branch office staff, Support Officer Monica Niven and Support Assistants Nicola Lee, Julie-Anne Finlay and Eileen Thomson have had another busy year with the plethora of tasks that were required prior to and during the strike action and the continued high levels of activity being generated in relation to Equal Pay. My thanks go to them all for their

hard work.


Again this year I would report that we continue in our quest for new, more accessible premises and work is continuing with the support of the national union to bring this matter finally to a suitable conclusion.

I would also wish to take the opportunity to reiterate my appeal of last year for members to be mindful of the fact that our staff have the right as all workers should have, to be treated with dignity and respect at all times, no matter the frustration members may have.

People

This year has again been particularly challenging and in that regard I would thank John Ross and John Stevenson for their support and assistance over what has been a busy year.

My thanks also to the Branch Officers and the many active Stewards throughout the Branch for their essential work. It has been pleasing to see activity and organisation within Stewards groups increasing over the past year. The more active Stewards we have, the easier the job gets and we need to encourage many more.

And finally, I would urge members to continue their support of the Branch given the many challenges ahead that the conclusion of Job Evaluation / Single Status negotiations, the rolling out of the Shared Services proposals and the increasingly pro-Private Provision agenda of the Council, will bring. 

CHAIRPERSON'S REPORT

Duncan Smith,
Branch Chair



Events in 2007 have shown why we need a strong Branch. In June the Council announced a budget deficit of £10m and refused to rule out compulsory redundancies. Along with this came a plan to close 22 schools and four Community Centres.

UNISON was right to oppose these cuts and ballot for strike action. Our strike on 23rd August and the lobby at

You can shape what happens by coming to the Branch AGM

the City Chambers was boosted by hundreds of parents and students protesting against the closures.

The combined pressure split the Council and forced it to withdraw the proposals.

The action proved to the Council that UNISON cannot be ignored and channels of communication were reopened. The Corporate JCC, where unions, councillors, and senior managers meet, was revived. Talks began with the Chief Executive about the

Council Budget and Heads of Department were instructed to start speaking to local stewards.

But the Council's apparent commitment to open dialogue was tarnished by the surprise announcement that 820 posts were to be cut under the Shared Services program.

Despite management's subsequent assurances that the consultant's

Continued on Page 13





Crunch time for Single Status Equal Pay and Conditions

John Mulgrew,
SC Coordinator



We had expected to be balloting all Council staff on a single set of conditions and a new Pay & Grading Structure by now, however at the end of 2007 we seem to be as far away from this as we were at the end of 2006.

The Council did propose a new ten grade structure in the summer of 2007 however this was rejected by the Branch on the basis that we believed the grades were set too low resulting in large groups of membership suffering a pay cut and also that progression through grades was based on Performance Related Pay (PRP).

We start 2008 expecting that Council will present the Trade Unions with a further proposal for a Pay & Grading Structure at the end of January/early February. This along with a single set of conditions regarding working time payments will allow negotiations to commence in earnest.

Given the importance of this to the majority of our members this years report takes the form of a briefing on the process and how it will affect you. A further update be given at the AGM.

Refinements continue to be made to the **Job Evaluation**

Scheme and as a consequence the job evaluation scores of posts continue to change.

Due to this ever changing situation we have been unable to provide any detail to members on their job evaluation score however we expect to receive details of the final scores along with the proposed Grading Structure and we will advise members of the outcomes as soon as possible.

There is a right of appeal if members believe their job has been incorrectly scored.

Pay & Grading Structure

It is likely that the Council will propose a structure of 12 grades. When a job is evaluated it would be given a number of points in a scoring system. This should mean that jobs are more fairly compared. The ranges of points are then matched to grades that decide your pay.

The proposal is there would be no split grades as there are now (eg GS1/2 or AP1/2).

The Council are still keen that grades have a "bar point", or as they call it, competency point, within the grade, PRP determining progression beyond this.

With only "high performers" being allowed to advance beyond a set "bar point" (Council put this at 10 - 20% of staff) we must resist this as it really means the "bar point" will be the top of the grade for most members.

From top:

John Mulgrew, Service Conditions Co-ordinator, John Ross, Convener APT&C, Kevin Duguid Convener Manual, Wattie Weir, Convener Craft. Officers Agnes Petkevicius, Elaine Wishart, Alan Brown, Irene Stout.



The outcome of Job Evaluation and the transfer to the new structure will result in the majority of members' earnings remaining largely unchanged but there will be groups of staff who will benefit and some who will potentially lose out. We will be working hard to minimise any downgradings.

Pay Protection

The National Single Status Agreement allows three years pay protection if people's earnings fall. This may impact in Edinburgh where we have better protection arrangements.

The Council wants pay protected at existing earnings, meaning protected staff would not automatically get increments they might have been due under the current system nor will they get annual pay awards. Their pay will effectively be frozen.

Pay protection would continue for the three year period or would end earlier if the new grade "catches up" with existing earnings. Staff will transfer to the new grade at the end of the protection period.

Obviously some members could be facing substantial reductions in pay as a result of Job

Continued on Page 14

CHAIRPERSON'S REPORT (continued)

From page 12

figures were exaggerated there is little doubt that the jobs will come under threat as services are streamlined or centralised. We need to keep a close eye on the process. Members should report unfilled vacancies or attempts to delete posts.

Talks on Single Status/ Job Evaluation resumed in November following the union's rejection of earlier proposals from the Council. For further detail see the Service Conditions Report.

Our Branch supported colleagues in the Glasgow UNISON who were forced to strike last year over attempts

to devalue and downgrade their work. In Edinburgh we have consistently argued that staff should not suffer detriment as a result of the process. A fair deal for all staff requires extra funding from the Scottish Government.

The Branch Service Conditions team will also be tackling the Modernising Pay programme.

UNISON has resisted attempts by management to merge discussion of these changes to terms and conditions of service with negotiations over Job Evaluation.

2008 will be very busy year for us.

We will be balloting on the Council's proposed Pay and Grading package. We will also be voting to accept or reject the Local Authorities' annual Pay Offer and the outcome of the review of our Pension Scheme. So there are many challenges ahead.

Whether we meet these challenges depends on members being well informed about the issues and being well organised in the workplace.

Every member counts and every member has the right to take part in the decision-making process. You can shape what happens in 2008 by coming to the Branch AGM.

SERVICE CONDITIONS REPORT (continued)

Continued from Page 13

Evaluation and one of our priorities must be to keep these situations to an absolute minimum.

Equal Pay

The Branch is currently progressing about 2,000 Equal Pay Claims for Manual and APT&C members. These claims are at different stages of the process. Some of them are additional claims following the compromise agreement that Council offered to settle claims in 2006 but failed to meet the timescales..

Job Evaluation is designed to address Equal Pay by ensuring that jobs rated as equal or comparable receive the same pay.

It is this principle that results in existing Bonus Schemes effectively breaching Equal Pay Legislation and Bonus may cease to exist once the new structure is in place.

Other Conditions

Alongside the new Pay & Grading Structure there will be a package that covers overtime rates, shift allowances, unsocial hours payments, standby and call out.

For those members who cur-

rently qualify for these payments the allowances in the Working Time Payments part of the package will be as critical to their new earnings as the Job Evaluation outcome. We will consult as fully as possible once negotiations on these matters get underway.

Consultation

As details come forward, the Branch will consult widely on these proposals as the package will undoubtedly affect different employment groups in different ways.

We will be asking UNISON's Equality Unit to check that the final package meets the principles of Equal Pay.

The final package will affect you and your fellow members in different ways. For some, Job Evaluation and grading will be the major issue. This will obviously be the case where wage levels are reduced.

For others, who work non standard hours and those who regularly work overtime, the rate paid for this may be the major issue, particularly if the new proposed rates do not maintain existing earnings.

Whatever the individual issues the Council will be proposing the changes as a package and that is what you will ultimately be asked to decide on.


At the end of the day it will be you, the members, who decide whether it is accepted or rejected by voting in a ballot.

General

The major focus of this report has been on corporate issues but rest assured Branch Officers will continue to provide advice, support and representation whenever members require it and will ensure that members' interests continue to be looked after during reviews, restructurings and the everyday matters of discipline and grievance.


For example the Branch is typically dealing with 300 ongoing cases for individual members at any particular time.

And Finally.....

Thanks must be given to the long suffering Branch Support Staff, Eileen, Julie, Monica and Nicky who put up with a lot on our behalf and always manage to retain a smile and a sense of humour. 

COMMUNICATIONS REPORT

Web 27,000 hits a month and media strategy pays off

John Stevenson,
Communications 

● The Branch Website

(Scotland's first Branch website) has become a very important tool in getting news quickly to members and as a resource for more detailed documents. I still manage the site entirely on my own and we need to move towards staff involvement. Check out 'UNISON Edinburgh' on Google and you will see how significant the site has become.

The site has 500 pages and 27,000 hits a month. Many members use it to update their details and it has been well used to give views on the pay claim.

● **Email communication:** We are trying hard to build a full email list to contact members directly and we are using email more and more to contact stewards. This still presents us with problems and, after initial promising signs, the actual

cost of linking to the Council's intranet system remains prohibitive. Nevertheless, Branch Office staff are collating email addresses and progress is being made.

● **Branch Magazine:** The goalposts changed so many times with Single Status that we concentrated on one-off bulletins in-house. I changed the design of the main magazine to full colour now that printing costs are less.


● **Media:** Media strategy is about speaking up for members no matter how small the story is. The biggest issue this year was the **Budget Cuts**. It was hard to get media interest at first given the new political administration's honeymoon period. I cannot stress enough the need to be available for the media and many late evening calls led to coverage we would not otherwise have got.

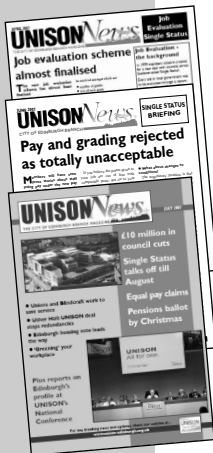
Stepping outside the strict

communications role, using a network of contacts was useful in getting talks with the political parties when that seemed a vain hope at first. Planning for the strike and rally reaped great coverage in all the media outlets.

We had to swing into full action when the 'Shared Services' job cuts were bounced on us and the Council tried to pull a fast one with the media. We worked into the night to ensure UNISON's view was heard and got a TV slot only an hour or so after the news broke.

We also got coverage on a range of other issues from the Contact Centre, to the Home Care campaign and the 'Christmas Chocolates for Residential Homes issue'.

To see how much coverage we get, go to the *Evening News* site and search for UNISON and you will get over 75 results for 2007 alone, by far the best coverage of any Branch in Scotland. 



Equalities crucial to mainstream conditions

Irene Stout,
Equalities Officer



The past 12 months have been the busiest I have experienced since the Branch was formed in 1996 and the Equalities agenda in the past year has been a main focus.

I have been involved in teams of branch negotiators who are dealing with issues such as *Job Evaluation, Single Status, Pension Changes and Equal Pay*.

This is on top of changes in legislation which impact on *Age Discrimination, the European Working Time Directive* and updates on *Flexible Working*, amongst others too varied to put in detail (otherwise my annual report could fill the full booklet).

All this work is additional to the day-to-day requirements of representing members and giving advice/guidance to Branch Officers, Shop Stewards and directly to members.

A busy 12 months. A demanding 12 months but in all truth a period which I have found stimulating, particularly having taken on the dual role of Equalities Officer and Service Conditions Officer. Experience has demonstrated the relationship between the two roles cannot be underestimated and that

is a theme I would wish to see developed in the discussions on how the branch should be restructured to address the issues of a revised Job Evaluation Scheme, a new Pay Structure and potential revisions to Terms and Conditions.

Last year I reported on work on a reinvigorated Self Organised Members structure. This started off with a great level of success with local meetings, the branch being represented at Scottish and National conferences and being instrumental in committees and policy groups at all levels.

Unfortunately, apart from the recent revival of the LGBT network, the initial impetus has been lost due to leading activists moving on but it is still my desire to put in place strong self-organisation and (if re-elected) I will be giving much thought to how that can be achieved.

We also need to consider the future role of the Equalities Committee in conjunction to the restructuring of the branch as the overlap between Equalities and mainstream Service Conditions becomes greater.

I consider myself fortunate to have the privilege of being an officer of this branch. Not only has it given me the opportunity to represent my colleagues across the council, it has also allowed me to participate in forums at Scottish and National levels.

This provides opportunity for us to influence the union position on issues which cover the whole spectrum of your working life and I would place on record my thanks to all Branch Officers and Shop Stewards for their assistance in developing my contribution to those debates and forums.

We now have a new council and, in all honesty, are still trying to assess their commitment to Equality issues. Whilst the rhetoric is good, the reality is little has been put in place other than the legal minimum rather than trying to set best practice.

A new Consultative Group has been established but I await with interest whether changes are actually going to be of substance or just more meetings for the sake of meetings.

This is not a particularly positive report as, with the changing political environment in the council and at Holyrood, we have been treading water to an extent but I remain convinced that we can take forward an Equalities Agenda in 2008 which will be progressive and achieve real benefits for our members.

An Annual Report cannot pass without recognising the support I receive from my fellow Branch Officers and the terrific input from our office staff. Too many to name individually but I wish to place on record my thanks to all of them.



Branch Committee Attendances

Name	POSS	ACT					
Branch Officers			Gillian Allan/			Corporate Services (4)	Alison Gowrie 12 4
Joe Galletta	12	0	Mike Smith	12	0	Linda Moor	12 3
Duncan Smith	12	10	Associated Bodies (2)			Sheila McLuckie	12 7
Matthew Creighton	12	9	No delegates appointed			Edinburgh Leisure (3)	Amanda Kerr 12 6
Rose Jackson	12	9	Chief Officers (1)			No delegates appointed	Luke Henderson 12 9
George Lee	12	3	No delegates appointed			Finance (3)	Paul Clarke 12 7
Agnes Petkevicius	12	10	Children & Families (13)			Steve McDonald	12 8
Mike McCrossan	12	0	Barbara Foubister	12	3	Alex Nuttgens	12 5
John Stevenson	12	6	Carol Griffin	12	8	Further Education (3)	Rob Gay/
John Mulgrew	12	4	Katherine Hendry	12	5	No delegates appointed	Tam McKirdy 12 5
Kevin Duguid	12	5	Evelyn Hanlon	12	9	Health & Social Care (12)	Valuation Joint Board (2)
John Ross	12	9	Tom Connolly	12	7	Mary McCrea	No delegates appointed
Walter Weir	12	7	Keith McCullough	12	1	Marlyn Tweedie	Voluntary Sector (5)
Elaine Wishart	12	7	Alex Gallagher	12	10	Pam Scott	No delegates appointed
Irene Stout	12	10	City Development (4)			Mo Innes	Self Organised Groups (9)
Alan Brown	12	3	Frank Donoghue	12	4	Mark Kinghorn/	Rena Lal 12 0
Derry Morrice	12	2	John Jappy/			Paul Flaherty	Peter Sharma 12 0
Irene Heggie	12	11	Alex Paterson	12	0	Brian O'Riorden	Retired Members
Dot Paterson	12	6				John Walls	No delegate appointed
						Leah Lockhart	* Please note sederunt/mins not available for April meeting

Lifelong Learning celebrated in award



Dot Paterson,
Lifelong Learning

It has been a busy and exciting year for me as the Branch Lifelong Learning Officer, which culminated in the Health & Social Care Department receiving the first CLAN (City Literacy and Numeracy) "Workplace Literacies Employers Award"

Workers are getting opportunities to improve reading, writing and number skills at work through a unique initiative between the Department and the WEA (Workers' Educational Association), of which UNISON is a member.

A learning agreement between UNISON, the WEA and the former Social Work Department has ensured that staff are encouraged and supported to apply (with paid leave) to attend a suite of courses, *Starting Points, Return to Learn and Improve your Study Skills*.

The WEA leads the development of literacies learning provision in the workplace on behalf of CLAN. This is an innovative approach whereby the learning programme is created and cus-

tomized to suit staff.

The learning usually takes place in the workplace and with employer support, staff are released in work time to participate in the same way they would for any other staff development/training opportunity. I have been instrumental in ensuring that staff are made aware of the opportunities and how to access them.

Managers in the department have welcomed the initiative and have encouraged and supported staff to attend the groups, so much so, that the department was presented with an award to recognize its outstanding contribution to literacies learning at an awards ceremony in September.

Councillor Marilyne MacLaren, Convenor, Education, Children and Families presented the award to the Director of Health & Social Care, Peter Gabbitas.

On receiving the award, Peter paid special tribute to Bill King, Manager, Health & Social Care, and myself as Branch Lifelong Learning Officer for UNISON.


The award is the first of its kind in Scotland and it is hoped that it will encourage other employers across the country to

introduce literacies learning as part of their regular training programmes.

To date, in excess of 442 staff from Health & Social Care have taken part in the training, which encourages workers to think about what they write, both at work and in their personal lives.

The programme which was created, and is jointly delivered, by myself and Vickie Hobson from the WEA, is seen as a model for engaging Health and Social Care workers and is being replicated across Scotland.

This joint delivery proved invaluable as it was an opportunity for workers to raise and clarify work-related issues with a practicing manager and proved instrumental in promoting their self-esteem and the value and importance of their work.

My vision for next year is to continue to raise awareness and promote what is available, and ensure that members across all Departments, are given the opportunity and support, to access all appropriate training which enables them to accomplish their full potential, and achieve their goals. 

BRIEF MEETING GUIDE (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 some rules to:-

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

Chairperson: The Chairperson is there to keep order and make sure that things are run within *your* rules set by previous meetings.

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

named on the agenda. The seconder can then speak, or decide to wait until later in the debate.

Amendments: Amendments change motions. They can add, change or delete bits to 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 minutes.


Then any member can speak and should start by giving their name and department. They must keep to the issue under debate and can speak only once.

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

Right of Reply: The mover gets

another bite at the cherry at the end of the debate - if there have been issues to reply to. No new material can 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. 





Call for party of peace, social justice and the environment

Matthew Creighton,
LabourLink



The year has of course been dominated by the elections in May for both the Scottish Parliament and the Council.

The outcomes were a setback for Labour which is particularly regrettable since the Scottish Labour manifesto contained many elements proposed or supported by UNISON. The main affiliated unions had co-operated on a Workforce Agenda and had won support for much of this through the Party's policy process.

However Labour's assets of a good record in power and a strong manifesto were squandered by a negative campaign. We believe that if the campaign had been driven more by the priorities of the Scottish Labour Party and less influenced from London, the result would have been different.

Similarly in the local elections we had seen the new leadership of the Council's Labour Group start to seek stronger links with trade unions. Probably this was too late to change perceptions in this branch rooted in years of difficult negotiating environment; or to have much impact on the election results.

However the fresh and more radical approach is a welcome foundation for greater co-operation.

This has already been proven in the various crises arising from the



new Council administration's mis-handling of the budget, which has led to astonishing threats of massive school closures and redundancies for our members.

The branch has been able to co-operate with the Labour Group to oppose these; and Labour has had to show it has the experience to handle the crisis better than the other parties and in doing so to push the Council towards a better outcome.

In the Scottish Parliament we have seen a much more competent administration by the SNP than that in the Council. Here we need to understand and protect the achievements of the previous Labour-led administrations in promoting a public service model which was distinctively Scottish and distinct from the more market-based and neo-liberal approach of New Labour in England.

In this respect it is Labour's achievement that the SNP positions itself in the same territory and indeed sometimes to the left of Labour - in order to win power in Scotland it has to present itself as a better protector of this tradition rather than as an ideological competitor. Both UNISON and Labour will have to continue to defend and extend Scotland's public services

through vigilantly checking any shift from the administration which may be expected under the impact of the budgetary tightening which can be expected in coming years, when the administration will have to take tough decisions, not just the more populist ones we have seen so far.

Similarly, in the knowledge that there is no majority in the electorate for independence, UNISON and Labour need to articulate sensible extensions to the powers of the Scottish Parliament; and it is a relief to see the new Labour leadership tackling the matter rather than just defending the status-quo.

As regards the branch's activities, we have influenced the direction of Scottish Labour Link through our motions being agreed at Scottish Labour Link Forum - one covered the responses to the elections outlined above; the other called for Labour to become a party of peace, social justice and the environment, specifically focusing on practical questions as regards global warming.

This will be an interesting time and it will be important to ensure UNISON input to Labour's activities - so I will welcome greater participation by branch members in Labour Link.



UNISON has two political funds. The report on the left is from the viewpoint of the Labour affiliated fund and does not necessarily reflect Branch views.

At the bottom of the page is the report on the General Political Fund which is not affiliated to any party.

General Political Fund: Resources for running campaigns

The General Political Fund (GPF) is separate from LabourLink and was set up to allow the union to collect money from members specifically to fund political campaigning work.

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

Much of the high profile political campaign work you see from

UNISON is paid for by the GPF.

The GPF funded a TV recruitment advert 'You're one in a million', launched in October 2004.

In the run-up to the elections in last year, the GPF funded anti-racism adverts in areas where the BNP were standing as well as adverts in national papers.

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. Recently these have included:

- Anti-racist events
- The Durham Miners gala
- Local campaigns against the Private Finance Initiative
- Campaigns against council housing sell-offs - like the money it made available to us in Edinburgh for that but also Nationally for the Asylum Seeker Children initiative started off by this Branch.
- Scotland's public services campaign and research into democratic involvement and accountability in public services in Scotland.



RECRUITMENT AND MEMBERSHIP AUDIT

Irene Heggie, Recruitment Membership Officer



Our recruitment initiative began at Chesser House in February 2007, then in May and July, Mary Scott, UNISON Development Officer and I visited Waverley Court.

At the time talks were under way with Council over 'Modernising Pay'. Staff were concerned about the impact this would have on their jobs and grades and many non members approached us for information and to discuss joining UNISON.

I plan to carry on visiting the main Council offices to let staff know UNISON is fighting for a fair grading system that protects members.

It is important stewards encourage their work colleagues to join the union and inform them of the hard work negotiators are putting in to achieve the best outcome.

Last year also saw an increase in interest from the Voluntary Sector. I have given presentations at Visualise and Scottish Museums workplaces and more recently I spent a day at Norton Park where various voluntary bodies have their offices. I also

attend quarterly induction courses for UNISON at SACRO. Our branch office is working with full time officers from HQ to encourage members to become shop stewards and set up a committee.

Visits to Waverley Court and Chesser House are advertised in advance and although some see our table as just a source of

"goodies", I have found over the past three years this approach endorses UNISON's "Your Friend At Work" message to potential members and gives existing members the chance to ask any questions.

My commitment to recruitment remains a priority and I hope to increase membership in 2008.

Membership at 31 December 2007

**Please note comparisons from last year's figures are influenced by departmental re-organisations and the centralisation of certain support functions.*

Department	31/12/2006	31/12/2007	Var
Associated Bodies	198	202	+4
Children & Families	2,454	2,565	+111
City Development	440	471	+31
Corporate Services	540	564	+24
Culture & Leisure	128	0	-128
Edinburgh Leisure	219	197	-22
Finance	382	375	-7
Further Education	336	326	-10
Health & Social Care	2,265	2,403	+138
Services For Communities	1,496	1,462	-34
Valuation Joint Board	82	69	-13
Voluntary Sector	763	717	-46
Unallocated	0	0	0
TOTAL	9,303	9,351	+48
Student	8	8	0
Unemployed	57	43	-14
Retired Members	835	777	-58
Recruited 1/1/07 - 31/12/07	= 1,013		Officially resigned = 98

Audit for proportionality and fair representation

Proportionality varies from year to year with a drop at Branch Committee level due to unfilled delegations and some reduction in the big shop stewards committees. The status quo at Stewards level is disappointing and we cannot hope to improve at other levels until there are more women stewards coming through.

Figures are clouded if places are left vacant if there is no woman and a two delegate dept meets proportionality by having 50%.

Figures in brackets show 2006 figures

1. Women

Branch	Branch Cttee	Officers	Stewards
69%(68%)	42%(53%)	35%(35%)	44 (44%)

2. Branch Committee breakdown Women, Manual & Craft and APT&C (and CO) Breakdown at 31/12/07

a) Women on dept. delegations

Department	Should be	Actual
Associated Bodies	56% (53 %)	0% (0%)

Children & Families	81% (80%)	56%(60%)
City Development	31%(32%)	0%(67%)
Corporate Services	68%(77%)	67%(100%)
Edinburgh Leisure	42%(45%)	0%(0%)
Finance	64%(63%)	25%(20%)
Further Education	60%(61%)	0%(0%)
Health & Social Care	81%(81%)	55%(67%)
Services for Comties	45%(45%)	36%(22%)
Valuation Joint Board	59%(54%)	50%(50%)
Voluntary Sector	75%(74%)	0%(100%)

b) Manual/Craft on dept. delegations

Department	Should be	Actual
Associated Bodies	26%(24%)	0%(0%)
City Development	5%(5%)	0%(0%)
Corporate Services	46%(48%)	0%(0%)
Edinburgh Leisure	22%(23%)	0%(0%)
Children & Families	3%(3%)	0%(0%)
Finance	0%(0%)	0%(0%)
Further Education	28%(0%)	0% (0%)
Health & Social Care	26%(28%)	18%(8%)
Services for Comties	17%(15%)	21%(22%)
Voluntary Sector	4%(4%)	0%(0%)
Valuation Joint Board	0%(0%)	0%(0%)

c) Manual & Craft breakdown

% of Branch Membership= 16% (16%)
% of Branch Committee = 10% (8%)

d) Women on Manual/Craft delegate

% of Women in MC membership= 64%(64%)
% of Women among M&C delegates to Branch Committee = 20% (25%)

e) APT&C (and CO) breakdown

% of Branch Membership = 84% (83%)
% of Branch Committee = 85% (88%)

f) Women on APT&C delegations

% Women in APT&C membership =70%(69%)
% of Women among APT&C delegates to Branch Committee = 45% (52%)

NOTE: Conditions breakdowns show the percentages where conditions are known. There are a large number of members, especially in Associated and other bodies where the conditions category is not clear. There are members where gender is not recorded. Machinery not yet in place to identify shift workers, disabled, lesbian or gay, or black members. Part time and job share figures are unreliable.

UNISON City of Edinburgh Local Government & Related Sectors Branch

Statement of Income and Expenditure
for the period ended 31 December 2007

INCOME	2006	2007
Bank Account Interest	£ 2,810.10	£ 5,520.77
Branch Retention	£ 312,261.07	£ 302,463.97
Hardship Fund Donations	£ 635.38	£ 0.00
Subscriptions-Members	£ 4,304.99	£ 3,528.63
Subscriptions-Retired Members	£ 791.00	£ 766.00
Subscriptions-Unemployed Members	£ 0.00	£ 91.00
Total Income	£ 320,802.54	£ 312,370.37
EXPENDITURE	2006	2007
Affiliations-Conf/Meet/Rallies	£ 2,503.17	£ 3,067.33
Affiliations-Donations	£ 590.00	£ 1,050.00
Affiliations-Subscriptions	£ 312.85	£ 220.75
Bank Charges	£ 0.00	£ 5.00
Black Members SOG	£ 395.06	£ 1,574.20
Branch Meeting Expenses	£ 7,706.89	£ 9,221.13
Child Care	£ 419.57	£ 123.15
Cleaning	£ 3,475.51	£ 3,409.36
Disabled Members SOG	£ 676.20	£ 389.65
Education-Fees	£ 3,480.00	£ 1,800.00
Education-travel & Subs	£ 1,429.52	£ 1,875.15
Lesbian & Gay SOG	£ 1,450.25	£ 1,184.50
Magazine-Library	£ 193.50	£ 132.49
Magazine-Printing & Stationery		
(Note: Magazine costs now under Printing and Stationery and Publicity)	£ 1,988.50	£ 0.00
Miscellaneous-Conf/Meet/Rallies	£ 2,034.28	£ 2,184.85
Miscellaneous-Donations	£ 676.00	£ 800.00
Office Bearer Expenses	£ 12,440.39	£ 11,082.58
Office Expenses	£ 15,710.43	£ 15,233.24
Photocopying	£ 3,241.68	£ 2,984.70
Postages & Telephones	£ 20,123.61	£ 20,526.24
Printing & Stationery	£ 24,870.42	£ 22,198.61
Publicity & Recruitment	£ 2,366.11	£ 3,108.22
Rent & Rates	£ 9,944.91	£ 12,403.06
Retired Members Section	£ 400.00	£ 446.00
Scottish Region	£ 4,683.03	£ 1,813.50
Staffing Costs	£ 65,024.03	£ 95,191.55
Stewards Expenses	£ 1,715.60	£ 1,083.93
Subscription Overpayments	£ 0.00	£ 43.20
Subscriptions to Headquarters	£ 3,164.17	£ 3,619.63
Trades Council	£ 175.00	£ 100.00
Unison-Annual Conference	£ 8,084.92	£ 12,225.40
Unison-Conf/Meet/Rallies	£ 8,925.52	£ 5,181.94
Unison-Donations	£ 50.00	£ 1,100.00
Welfare	£ 173.50	£ 123.00
Welfare-Grants to Members	£ 1,100.00	£ 250.00
Women's SOG	£ 2,195.21	£ 1,535.80
TOTAL EXPENDITURE	£ 221,740.18	£ 237,230.16
TOTAL INCOME	£ 320,802.54	£ 312,370.37
TOTAL EXPENDITURE	£ 221,740.18	£ 237,230.16
SURPLUS/(DEFICIT)	£ 99,062.36	£ 75,140.21

Treasurers Report

Mike McCrossan,
Branch Treasurer



This year we made a surplus of £75k which has allowed us to transfer a further £50K to the Strike/Hardship Fund. Overall our income and expenditure has stabilised over the last couple of years.

Our turnover may result in a reduction in our Branch Retention which may reduce our income over the next couple of years.

UNISON City of Edinburgh Local
Government & Related Sectors Branch
Balance Sheet

For the period ended 31 December 2007

ASSETS	2006	2007
Cash in Hand	£ 17.34	£ 16.07
General Fund	£ 165,166.96	£ 139,930.94
Petty Cash	£ 151.41	£ 181.10
Strike/Hardship Fund	£ 40,781.98	£ 91,129.79
Welfare Fund	£ 100.00	£ 100.00
Premises Fund	£ 0.00	£ 50,000.00
TOTAL CASH AND BANK ACCOUNTS	£ 206,217.69	£ 281,357.90
Other Assets	£ 0.00	£ 0.00
Total Other Assets	£ 0.00	£ 0.00
TOTAL ASSETS	£ 206,217.69	£ 281,357.90
Other Liabilities	£ 0.00	£ 0.00
Total Other Liabilities	£ 0.00	£ 0.00
TOTAL LIABILITIES	£ 0.00	£ 0.00
EQUITY	£ 206,217.69	£ 281,357.90
TOTAL LIABILITIES & EQUITY	£ 206,217.69	£ 281,357.90

Mike McCrossan
Branch Treasurer

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 2007 and for the period ended on that date.

Alan Bennett
Branch Auditor

Stuart Mullen
Branch Auditor

Positive union solidarity in international work



Matthew Creighton,
International

As regards international issues this has been an active year for the Branch.

UNISON Scotland was the main sponsor of the Edinburgh World Justice Festival in June, as a result of my proposing this at the International Committee. This gave us a good profile and we organised two meetings.

One was on Venezuela and Cuba - Learning from Good Examples, which highlighted the alternative models they offer to developing countries based on social justice and a public service model.

It was great to have John McAllion from Oxfam supporting us as well as a speaker from the Venezuela Information Centre. The original spur to having this meeting came from an earlier event which we arranged in April with a Venezuelan trade unionist, Jacobo Torres, who was attending the STUC.

The other was on Just Solutions to Global Warming, based on the branch's policies, now adopted by UNISON Scotland. This was informed by a meeting I convened

on this topic for Scottish trade union officers attended by TGWU, GMB and the Edinburgh TUC as well as member of this branch.

We have started dialogue with the Council about a joint approach to reducing carbon emissions from workplaces.

The terrible situation imposed on the Palestinians by Israel continues to concern us. We organised a lunchtime meeting near Waverley Court at which we heard a disturbing report from the Scottish Palestine Solidarity Campaign's delegation to Palestine.

We have asked the City of Edinburgh Council to stop buying drinking water from Eden Springs, an Israeli-owned company which extracts water from the Golan Heights, a part of Syria illegally occupied by Israel. We played our part when this was taken to Full Council by Labour councillors, writing to all councillors. Branch Chair Duncan Smith addressed the Council on our behalf.

Another part of the world where events shocked us this year was Burma. The branch and, in particular Branch Member Murray Forgie, continues to give active solidarity to the Burmese people. A motion from


the branch on this was agreed by Scottish Council.

National Conference backed the Branch's motion opposing the replacement of Trident Nuclear Weapons. Ours was one of a number of UNISON banners seen on the march on 3 November.

I attended the International Officers Seminar in Edinburgh in March and the Scottish International Seminar in September.

At both of these we heard graphic descriptions of the terrible price paid by trade unionists for standing up for justice in Colombia and other oppressive countries - some pay with their lives.

We also heard however about the positive effects of solidarity and letter-writing on their behalf - a number owe their lives to sister unions and their members taking up their cases. We want to do more of this in the branch in the future.

I have compiled an e-mail list of members who want to support branch activities in this field and convened a number of meetings for these members. Anyone wanting to be part of this International Network should contact the International Relations Officer at the Branch Office. 

MINUTES OF BRANCH MEETINGS

MINUTES of BRANCH ANNUAL GENERAL MEETING

held on 19 FEBRUARY 2007 in the CITY CHAMBERS, HIGH STREET, EDINBURGH

1. OPENING REMARKS/ INTRODUCTIONS

The meeting was chaired by the Branch Chairperson John Stevenson.

2. APPOINTMENT OF SCRUTINEERS

Four Scrutineers were appointed - Jalal Chaudry (City Development), Gerry Corbett (Health & Social Care), Catriona Grant (Health & Social Care), Walter Weir (Services for Communities)

3. STANDING ORDERS

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

4. MINUTES OF BRANCH MEETING 2006

The minutes of the last Branch Annual General meeting of 21st February 2006 were AGREED as a correct record with no matters arising.

5. ANNUAL REPORT 2007

No questions were raised on the Annual Report.

6. FINANCIAL STATEMENT

The meeting AGREED the financial statement as detailed in the Annual Report with the specific points of action as follows:-

- £50,000 to be transferred into the Branch Property Fund and 10% of the remaining surplus to be transferred into the Industrial Action Fund as allowed for under rule.

7. SPECIAL REPORTS

The meeting received updates on

the ongoing negotiations/discussions on the following matters:-

- Updated report on Single Status (John Mulgrew)
- Additional Report on Pension Scheme (John Ross)
- Equal Pay (John Ross)

8. ELECTION OF BRANCH OFFICERS

The undernoted were elected unopposed:

President: Joe Galletta (Retired)

Vice-Chairperson: Matthew Creighton (Services for Communities), Rose Jackson (Health & Social Care)

Secretary: George Lee (Health & Social Care)

Assistant Secretary: Agnes Petkevicius (Children & Families)

Treasurer: Mike McCrossan (Services for Communities)

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Service Conditions Co-ordinator:
John Mulgrew (LVJB)

Service Conditions Convener
(APT&C): John Ross (Services for Communities)

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

Service Conditions Convener
(Manual): Kevin Duguid (Finance)

Health & Safety Officer: Derry Morrice (Services for Communities)

Service Conditions Officers (4): (at least two must be women)
Alan Brown (Children & Families)
Agnes Petkevicius (Children & Families)
Elaine Wishart (Corporate Services)
Irene Stout (Services for Communities)

Equalities Officer: Irene Stout (Services for Communities)

Education Officer: Dot Paterson (Health & Social Care)

Welfare Officer: (Job-Share) Gillian Allan (LVJB) Mike Smith (Finance)

International Officer: Matthew Creighton (City Development)

Recruitment/Membership Officer: Irene Heggie (Finance)

Lifelong Learning Officer: Dot Paterson (Health & Social Care)

No nominations were received for the post of Young Members Officer. This vacancy will now be remitted to the Branch Committee for consideration.

Election required for the following Branch Officer post(s):
Chairperson: Ballot results recorded were:-
Duncan Smith (Services for Communities) 84 votes
John Stevenson (Children & Families) 73 votes
Duncan Smith was duly elected Chairperson.

Communications Officer: Ballot results recorded were:-
Luke Henderson (Services for Communities) 72 votes
John Stevenson (Children & Families) 84 votes
John Stevenson was duly elected Communications Officer

9. RULE CHANGES

No rule changes had been submitted.

10. POLICY MOTIONS

1. Equal Pay

Proposed by John Stevenson (Children & Families) Irene Stout (Services for Communities)

This meeting expresses its extreme concern at the council's approach to Equal Pay. The Council's failure to accept their employment practices over the past years have discriminated against groups of workers who are predominately low-paid women has created an environment where "no-win, no-fee" lawyers are now raising litigation against not only the employer but also individual Branch Officers on the basis they were supposedly aware of Equal Pay legislation but failed to use it in the interests of their members.

The complexity of this particular employment legislation is self-evident and we are concerned that lead activists are now being asked to respond on an individual basis to questions raised by the "no-win, no fee lawyers".

We consider both the failure of the employer to respond to this situation and the circumstances facing our lead activists to be unacceptable and call upon the union at all levels to take whatever action necessary to address these issues with a view to ensuring a fair and equitable resolution which protects the interests of all members and those who represent them.

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

2. Single Status - The Way Forward

Proposed by Services for Communities Stewards Committee

This union branch notes

1. It is likely that the Council's final Single Status proposals will include "winners" (members whose pay goes up), "losers" (whose pay goes down) and many whose pay will stay the same. The current branch policy is that no members should lose out under any proposed Single Status agreement.

2. The impact of Single Status proposals elsewhere in Scotland have

seen some staff, often low paid, lose thousands of pounds under the proposals. This can have a devastating effect on members who are already struggling to manage on low incomes.

3. Once Glasgow Council revealed their Single Status package there was a strong vote for strike action including some who were set to benefit from the package. This threat of strike action by council workers forced their council into making significant concessions.

This union branch believes

1. Single Status is a key issue for the following year. It has the potential to make or break this union branch.

2. Communication between the branch and members must be more effective to ensure that we can fight for the best package.

3. If the council is sincere in working in partnership with the unions then it should allow members meetings in council time. This will maximise attendance and participation.

This union branch resolves

1. To improve direct communication with members. This includes using all facilities available including members meetings, newsletters, email, stewards meetings etc.

2. To ensure it is the members who should make the final decision to accept or reject the whole Single Status package.

3. To send this motion to the Scottish Local Government Committee of UNISON and to call on the Scottish region to lead a national campaign to pressurise the Scottish Executive to provide the full funds required to finance the proposals and to co-ordinate branches to win the best possible deal.

Amendment to Motion 2 - Single Status - The Way Forward

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

In paragraph beginning "This union branch believes", point 2 delete "branch" and insert "shop stewards"

In paragraph beginning "This union branch resolves"

In point 1 delete 2nd sentence and insert

"This will include a schedule of

Continued on Page 22



MINUTES OF BRANCH MEETINGS (continued)

Continued from Page 21

monthly all stewards meetings supported by adhoc meetings as necessary. It is imperative stewards then feed back information to their local membership without delay. Membership bulletins and meetings should be used at appropriate times.”

In point 2 add at the end

“This branch will call Emergency General Meetings at the appropriate point to discuss any proposals on aspects of Single Status/Job Evaluation. Where appropriate a ballot of the membership within the City of Edinburgh Council will take place.

Delete Point 3 and insert

“This meeting calls upon all members to support the UNISON Scotland Campaign for Scottish Executive funding of Single Pay and Equal Pay settlements. We encourage all members to participate in the forthcoming lobby of the Scottish Parliament and for individuals to canvas the support of their local MSPs.”

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

3. Competitive Tendering - Homes for Older People

Proposed by Marlyn Tweedie (Health & Social Care), Ian Hood (Health & Social Care)

This AGM notes with dismay the decision of Edinburgh Council to competitively tender the management, maintenance and running of

care homes for older people. Organisations, individuals and multi nationals will be able to bid and then legitimately profit from the “business”.

This meeting believes that there is a fault line at the core of the rationale for justifying the market principles in public services; that is that the drive to make a profit inevitably leads to decisions that cut back on the services provided, that pay staff less money, that cut back on training etc.

The disastrous experiences in our hospitals, railways and schools prove that this is not “best value” for us - the employees and users of public services. Polls consistently show that 80% of the public are against privatisation and that public services and the ethos of accountability, equality and care from cradle to grave are highly valued and worth defending.

This meeting resolves to

1. Set up and participate in a campaign which is as large and inclusive as possible to oppose the tendering process. Every group and individual is welcome from students to pensioners and all in-between. This is an issue for all of us.
2. A steering group should be organised within two weeks of the date of this meeting, involving branch officers, shop stewards and other activists to organise the first steps in this campaign.
3. Those members directly affected should be consulted to establish

their willingness take industrial action in defence of in-house provision.

Amendment to Motion 3 - Competitive Tendering - Homes for Older People

Proposed by George Lee (Health & Social Care) and John Ross (Services for Communities)


Delete 1st paragraph and replace with

“This AGM welcomes the statement from the Department of Health & Social Care that adverts placed for the tendering of Residential Care Services for Older People were placed in error and did not reflect the current Council policy of retaining these jobs in-house.

Delete all after 2nd paragraph and replace with

“In the event of a reverse of current Council policy for the retention of in-house services for Homes for Older People this meeting resolves to initiate a campaign of opposition and to seek the support of UNISON’s Industrial Action Committee. This campaign should involve all stakeholders.

Decision: On being put to the meeting the amendment fell. The terms of the substantive Motion were CARRIED.

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

EMERGENCY BRANCH MEETING held on 17 JULY 2007 in the MAIN COUNCIL CHAMBERS, HIGH STREET, EDINBURGH

The Chair explained the requirement for an Emergency Branch Meeting to consider a response to proposed Budget Cuts. This would be a single issue meeting focussing on the terms of the following motion

Emergency Motion on Budget Cuts

Moved by George Lee (Branch Secretary), Seconded by John Ross (Service Conditions Convener APT&C)

This meeting views with concern the


potential impact on jobs and services arising from the council decision of 28th June 2007 to implement without delay and without any consultation with stakeholders budget cuts totalling, in the first instance, £10 million with additional reductions being brought forward to the next council meeting scheduled for Thursday 23rd August 2007.

It is imperative councillors are made aware of the true impact of these decisions which are purely finance driven with no consideration of the effects these will have on services, service users and service providers.

To that purpose this meeting agrees to seek the agreement of the national

Industrial Action Committee for a programme of action starting with a lobby and demonstration at the August Council meeting.

In agreeing this motion the initial drafting of the terms of any programme of action will be remitted to the Branch Policy & Finance Committee who will refer back to an all stewards meeting on proposals in pursuance of a campaign of opposition to the cuts.

The terms of the motion were **AGREED** without amendment. 

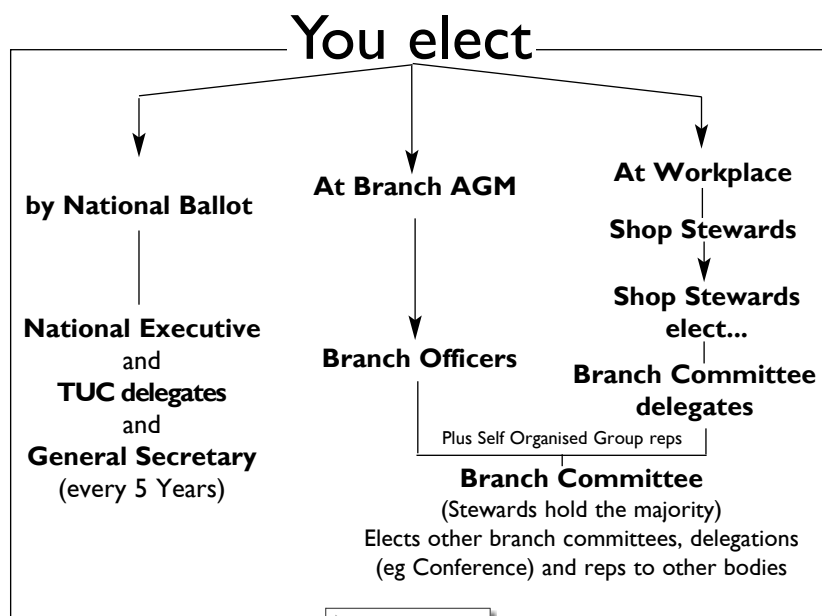


Making your VOTE COUNT

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

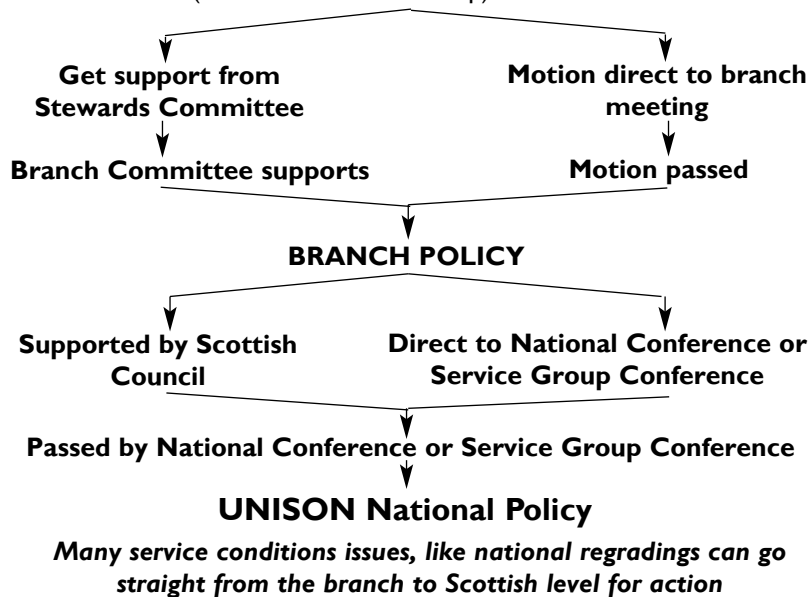
UNISON is a lay member led union with democratic structures at all levels. But these structures are no good unless members themselves exercise their right to use them.

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.



Branch Meetings

These are the supreme branch policy making 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 70 members made up of branch officers, stewards elected from Departmental Committees and reps from self organised groups. Steward delegates are accountable to their Departmental 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.

The plan to ensure proportionality of women, fair representation for APT&C, Manual & Craft and low paid workers is developing and now Shop Stewards Committees must comply.

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 sectors for groups like the Voluntary Sector.

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.





NOTES

Did you know about these UNISON special deals?



❖ Special legal advice

FREephone 0800 80 12 99

Special legal advice FREEPHONE 0800 80 12 99 and you can get access to advice via Thomsons Solicitors from specialists in the fields of Family Law Service, Criminal Law Service (24hr Helpline: 0141 950 1441), Road Traffic Scheme, Non Work Related Accidents & Diseases, Property, Mortgage & Estate Agency, Free Wills, Trust & Executry, Independent Financial Advice, Benefits & Consumer Law, Human Rights, Work Related Accidents & Diseases, Health & Safety and Employment Law.

NOTE: for Employment Related issues you must contact the Branch on 0131 220 5655

❖ **Britannia Building Society** Exclusive mortgage rates for UNISON members - and as a UNISON member we can lend you more. Special savings rates too. **0800 77 88 88**

❖ **UIA Insurance** Exclusive rates for Home, Travel and Pet Insurance. **UIA Insurance** provides great value, low cost insurance for UNISON members and their families. For more information or to buy online simply visit www.unisoninsurance.co.uk. If you choose to buy online you will also receive a 15% on-line discount on home and travel insurance. Alternatively call **UIA** free on **0800 66 88 55*** quoting reference **SBN**. Lines are open 8.30am to 8pm Monday to Friday, 8.30 - 1pm Saturday. *UNISON is an Introducer Appointed Representative of **UIA (Insurance) Ltd.** and **UIA (Insurance Services) Ltd.**, which are both authorised and regulated by the Financial Services Authority.*

❖ **Frizzell:** As a member of UNISON, you'll get special deals on a range of services including: *Motor insurance, and Independent Financial Advice* www.frizzell.co.uk/unison

❖ **Holiday and travel discounts.** Your Travel Club can offer you great extras such as **FREE** child places, 2 weeks for the price of 1, nil flight supplements, **FREE** spending money and of course extra discounts! **Call 08705 50 50 00**

❖ **Our own holiday centre in lovely, unspoiled Devon - that's Croyde Bay Holiday Village.** With comfortable chalets, nightly entertainment and friendly staff, it's a great way to get away. **Telephone: 01271 890890**

❖ **Roadside Assistance: Britannia Rescue.** Britannia Rescue has been looking after the road rescue needs of UNISON members for over a decade. That means we know what's really important to you when it comes to cover. So whatever you're looking for in breakdown cover, take a closer look at Britannia Rescue. As you'd expect from a trusted partner of UNISON, we believe in providing you with the very best service and value. In fact with your special 20% discount and our prices remaining the same as 2006, you'll find us hard to beat. **0800 591563** quoting 'UNISON' or click on www.britanniarescue.com/go/UNISON

❖ **Apply on-line for a UNISON Credit Card.** You can apply online for your UNISON Credit Card, issued by Bank of Scotland. Choose the product that suits your own financial needs and benefit from a MasterCard that has been negotiated on your behalf using the strength of all our members. Or call us free today on **0800 032 2036**, quoting ref: **UNISON02**.

❖ **The UNISON-endorsed Health Cashplan** not only pays you cash when you are ill, but also meets the aims and values of UNISON and supports the NHS. Medicash is a not-for-profit organisation which pays back over 80 per cent of contributory income every year to members in cash benefits. **Call 0151 243 3203 and ask for the UNISON plan.**

❖ **UNISON Welfare** is a registered charity providing help to members and their families in times of financial hardship or personal difficulties. We also have a local fund financed by voluntary contributions. **Contact the welfare officer via 0131 220 5655.**

❖ **Got a problem at work? See your local steward or phone 0131 220 5655. Or contact UNISON Direct on 0845 355 0845**

❖ **WANT TO JOIN US? See your local steward or phone 0131 220 5655**
You can access all these deals and much more at www.unison-edinburgh.org.uk

AGM 2008, Agenda, Annual Report

