



I've added mine!

# UNISON City of Edinburgh

Local Government & Related Sectors Branch

## Annual General Meeting 2010

Wednesday 10 February 2010, 6pm  
Assembly Rooms, George Street, Edinburgh

The year ahead: 'Modernising Pay', Outsourcing, Redundancies?, Pay Cuts? - It has never been more important that you attend your AGM!

Have you added yours?

Add your voice to UNISON's call for...

quality public services - no more privatisation.  
Increased investment in accountable public services.

good jobs - environmentally sustainable and socially useful jobs, with decent pay and pensions and a strong union voice

social justice - help for those facing redundancy, repossessions and poverty - not bonuses and tax cuts for millionaires

[www.unison.org.uk/million](http://www.unison.org.uk/million)



Rose Jackson

“Public services matter to me because they make us a community, caring for each other, and not just a group of individuals interested only in ourselves and our immediate families.  
*Lawrence Arscott - Community Worker and UNISON Member*



“If ever there was a time to invest in public services, it is now. Not only are public services at the heart of a caring society, they form the key for stimulating local economies and bringing us out of the recession.  
*John Stevenson - Branch President*

AGM AGENDA AND ANNUAL REPORT

[www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk)



# Calling Notice



## AGM 2010

To All Members

Dear Colleague,

All members are urged to attend the Annual General Meeting of the branch on **Wednesday 10 February 2010 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 3 February**.

**Questions on the Annual Report and Financial Statement** must be received by **noon on Friday 5 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 2 February**. For safety reasons, the creche cannot be made available to members who have not contacted the office. Carers allowance must be arranged in advance with the branch office.

### ACCESS/ SIGNER

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

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

Yours sincerely

Agnes Petkevicius  
**Branch Secretary**

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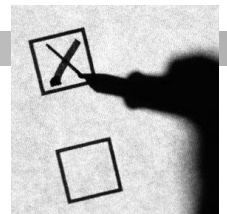
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NOTE: A Health and Safety report will be circulated at the meeting. No reports were received for Education or Lifelong Learning this year.	



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| <p>1. Opening Remarks/ Introductions</p> <p>2. Appointment of Scrutineers</p> <p>3. Standing Orders</p> <p>4. Minutes of Branch Meetings 2009<br/><i>Recall Annual General Meeting 9 March (p19)</i></p> <p>5. Annual Report 2009 (Pages 10-18)<br/><i>Questions on the Annual Report and Financial Statement should be submitted to the Branch Office by <u>noon on Friday 5 February</u>.</i></p> | <p>6. Financial Statement (Page 18)</p> <p>7. Special Reports<br/><i>Reports on any urgent or emergency issues.</i></p> <p>8. Election of Branch Officers<br/><i>See below. Voting will be by secret ballot at the meeting</i></p> <p>9. Rule Changes<br/><i>See Page 3</i></p> <p>10. Policy Motions<br/><i>See pages 4-9</i></p> |
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## 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 and available from the branch office from a week before the AGM and circulated on the night.** Where no nominations were received for any post, they will continue to be sought via the Branch Committee.



POST	CANDIDATE	NOMINATED BY
<b>PRESIDENT</b>	<b>John Stevenson</b> <i>Children &amp; Families</i>	John Ross (Services for Communities), Walter Weir (Services for Communities)
<b>CHAIRPERSON</b>	<b>Duncan Smith</b> <i>Services for Communities</i>	Services for Communities Shop Stewards Committee,
<b>VICE-CHAIRPERSON (2)</b>	<b>No nominations</b>	
<b>SECRETARY</b>	<b>Agnes Petkevicius</b> <i>Children &amp; Families</i>	Services for Communities Shop Stewards Committee
<b>ASST SECRETARY</b>	<b>Kirsten Hey</b> <i>Health &amp; Social Care</i>	John Stevenson (Children and Families), John Ross (Services for Communities)
<b>TREASURER</b> Job Share	{ <b>Mike McCrossan</b> <i>Services for Communities</i> <b>John Stevenson</b> <i>Children &amp; Families</i>	John Ross (Services for Communities), Irene Stout (Services for Communities)
<b>EQUALITIES</b>	<b>Irene Stout</b> <i>Services for Communities</i>	John Ross (Services for Communities), Walter Weir (Services for Communities), Jane Douglas (Services for Communities)
<b>SERVICE CONDITIONS TEAM</b>		
<b>CO-ORDINATOR</b>	<b>Kevin Duguid</b> <i>Finance</i>	Services for Communities Shop Stewards Committee
<b>CONVENER</b>	<b>John Ross</b> <i>Services for Communities</i>	John Stevenson (Children and Families), Walter Weir (Services for Communities)



POST	CANDIDATE	NOMINATED BY
<b>CONVENER (Craft)</b>	<b>Walter Weir</b> <i>City Development</i>	John Ross (Services for Communities), Irene Stout (Services for Communities)
* <b>SERVICE CONDITIONS OFFICERS - ELECTION REQUIRED</b> (5 - at least three must be women to comply with proportionality rules)		
<b>Tom Connolly</b> <i>Children &amp; Families</i>	Services for Communities Shop Stewards Committee	
<b>Tam McKirdy</b> <i>Services for Communities</i>	Services for Communities Shop Stewards Committee	
<b>Agnes Petkevicius</b> <i>Children &amp; Families</i>	Services for Communities Shop Stewards Committee	
<b>Jim Quinn</b> <i>Corporate Services</i>	Corporate Services Shop Stewards Committee, Stewart McGregor (Corporate Services), Ross Fulton (Corporate Services)	
<b>Irene Stout</b> <i>Services for Communities</i>	Mike McCrossan (services for Communities), Jane Douglas (Services for Communities), Walter Weir (Services for Communities)	
<b>Elaine Wishart</b> <i>Services for Communities</i>	Corporate Services Shop Stewards Committee Services for Communities Shop Stewards Committee	
<b>HEALTH &amp; SAFETY</b>	<b>Dave McConnell</b> <i>Finance</i>	Derek Melon, Eira Muir (Corporate Services) Services for Communities Shop Stewards Committee
<b>RECRUITMENT/ MEMBERSHIP</b>	<b>Irene Heggie</b> <i>Finance</i>	Services for Communities Shop Stewards Committee
<b>COMMUNICATIONS</b>	<b>John Stevenson</b> <i>Children &amp; Families</i>	Walter Weir (Services for Communities), Irene Stout (Services for Communities), Kirsten Hey (Health & Social Care)
<b>WELFARE</b>	<b>Mike Smith</b> <i>Finance</i>	Walter Weir (Services for Communities), Irene Stout (Services for Communities), John Ross (Services for Communities)
<b>LIFELONG LEARNING No Nomination</b>		
<b>EDUCATION</b>	<b>Luke Henderson</b> <i>Services for Communities</i>	Services for Communities Shop Stewards Cttee
<b>INTERNATIONAL</b>	<b>Matthew Crighton</b> <i>Associated Bodies</i>	Services for Communities Shop Stewards Committee
<b>YOUNG MEMBERS OFFICER</b>	<b>Gem Hogan</b> <i>Children &amp; Families</i>	John Ross (Services for Communities), Agnes Petkevicius (Children and Families) Services for Communities Shop Stewards Committee
<b>AUDITORS</b>	<b>Alan Bennet</b> <i>Finance</i> <b>Stewart Mullen</b> <i>Services for Communities</i>	Mike McCrossan and John Ross (Services for Communities) Mike McCrossan and John Ross (Services for Communities)



## 9. Rule Changes

### 1. Role of Treasurer

Proposed by Kevin Duguid (Finance) Tam McKirdy (Services for Communities)

#### Section E - 7

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

(NOTE: The current rule requires the Treasurer to "regularly inform the Branch Committee of the current financial position of the Branch". This rule change would firm this up to three-monthly.)

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

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

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

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

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

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

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

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

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

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

**Right of Reply:** The mover gets

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

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

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

## 10. Policy Motions

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

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

- Policy and Campaigning
- Economic Policy
- International
- Miscellaneous

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

### EMERGENCY MOTIONS

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

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

### 1. Facing the challenges of 2010

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

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

These include:-

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

- Attacks on pay in the Council and the spin-off for the Voluntary and Associated Sectors.

This Branch recognises that the legal complexities of equal pay and the financial reality of shortfalls in central government funding mean that traditional or single-tactic responses from the union and its members will not be enough to defend pay, jobs and services. It also recognises that the union cannot hope to defend members through these crises unless it is strong and has a sound membership base. Only that strength will bring the power to resist the attacks.

Accordingly, this Branch resolves to:-

1. Mount an immediate and far-reaching recruitment campaign, enlisting the support of

*continued on page 5*



*Continued from page 4...*

Scottish and UK structures to further build on our membership. Each steward should target the signing up of at least 10 members before the end of March.

On 'Modernising Pay', this Branch resolves to

2. Continue to reject the proposals as they stand.
3. Continue the strategy of trying to negotiate the best deal possible with the best protection possible, recognising that the complex legal restraints may lead to the Branch being unable to ballot on any final proposals.
4. Continue the strategy of trying to separate conditions changes from job evaluation and seek further legal advice on whether we can ballot on the conditions aspects alone.
5. If the Council imposes, draw up a strategy of action for targeted groups to resist the worst excesses of the scheme.

On outsourcing and privatisation, this Branch

6. Agrees to continue engagement with the Council on any genuine attempts to seek real efficiencies and keep services in-house.
7. Resist all attempts to outsource or privatise and fight to ensure services remain democratically accountable to the people of Edinburgh, keeping jobs in Edinburgh and benefiting the local economy.
8. Ensure that any comparisons are based on 'like for like' including clear quality, service delivery and workforce rights (like pay, equality, health and safety and pensions) indicators.

On pay, this Branch resolves to

- i) Oppose any reductions in pay and conditions. It notes that media campaigns against the public

sector use only selective comparators with the private sector. Public service workers do not get huge bonuses or cheap mortgages. The media does not take into account the previous years where local government pay not only fell well behind the private sector, but also other parts of the public sector.

- ii) Oppose any attacks on public sector pensions. These pensions are deferred pay, they are not 'gilt-edged' and the campaign should be for fairer pensions in the private sector rather than attacking local government's contributory scheme.
- iii) Campaign to ensure that low paid public service workers do not pay the price for the failings of rich bankers.
- iv) Seek a joint campaign with the Council to demand that Holyrood and Westminster fund local government at a level that will allow it to build local economies out of the recession.

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

- Lobbying, campaigning, demonstrations, joint campaigns with users and community groups, along with a planned media strategy
- Direct action, within UNISON's procedures, including various forms of industrial action that can be sustained and effective. This Branch recognises that any successful action will bring a response from the employer(s) and therefore it needs to be underpinned by a willingness from the beginning to take all-out strike action if necessary.
- Reiterating its position to ballot all members in the event of compulsory redundancies.

### Service Conditions Issues (pay and conditions)

## 2. Professional Representation and Fitness To Practice

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

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

This Branch recognises that registration bodies have a duty to protect the public and have codes governing professional conduct, standards of competency and health requirements.

However, this Branch also recognises that increasing registration brings a new dimension to representing members. Removal from registration means the loss of livelihood and is an employment issue. Even interim removal, with no case yet proven against a member,

can result in the member being unable to work.

This Branch notes that UNISON has responded by developing a Professional Services Unit, protocols and guidance, but it believes that new skills and organisation are needed in Regions and Branches to manage the workload and ensure that members receive the best representation possible.

This Branch Meeting therefore instructs Branch Officers to present a motion to National Delegate Conference 2010 to develop:-

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

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

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

*This Branch adopts the following as policy and agrees to forward the motion to National Delegate Conference.*

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

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

Conference notes that the most up to date Home Office Statistics show that 14% of all violent incidents are for domestic abuse/violence. That victims of domestic abuse suffer repeat violent crime more than any other victim of violent crime, 66%, and

that 21% of victims will be assaulted more than three times. Conference further notes that in the most recent Scottish Crime Survey one in three women admitted to being abused or frightened by their current or previous partner. Conference recognises that many of these women will be UNISON members and that inevitably UNISON members will be perpetrators

Conference welcomes the model workplace agreement available from UNISON, however given current research and improving practice believes that workplace agreements need to include provisions on how to deal with employees who are perpetrators.

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

Conference instructs the NEC to:

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

### 4. See Me Campaign

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

The Branch notes that one of the biggest causes of absence in the Council and associated bodies is stress, anxiety and depression.

Statistically one in four people will suffer from mental illness at some point in their life and the purpose of the See Me Campaign is to eradicate the associated stigma.

It offers education programmes and support

to sufferers and families alike.

This meeting supports these objectives and commits the branch to giving full support to the campaign through sponsorship and profiling these aims wherever possible.

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



## 5. Subscriptions Bands

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

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

Furthermore this meeting believes that it is not acceptable to change a members Subscription Band without prior notice. A notification to members would allow a period

of time to resolve any issue, about how a Subscription Band was calculated, to be resolved prior to implementation of the change.

This meeting instructs Branch Officers to:

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

## 6 Self Organisation

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

This meeting is concerned at the lack of membership involvement in self organisation and calls for the union at all levels to carry out reviews which would stimulate higher participation. These reviews should be carried

out without undue delay.

This Branch Meeting instructs branch officers to forward a motion in these terms to Scottish Council and National Delegate Conference.

## 7. Response to economic and environmental crises - Putting People First

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

In 2009 we have seen that the world's dominant economic powers and institutions are incapable of resolving satisfactorily the economic and environmental crises facing us. The G20 has offered only an attempt to restore 'business as usual' on the back of massive commitment of public funds. Current policies seek to make working people pay for government's measures to keep the financial system afloat and bail out the banks - through spending cuts, attacks on wages, reduced pension rights; while allowing banks to continue to make profits and pay out massive bonuses. The failure of the Copenhagen talks on climate change shows that the governments of the richest countries are not willing to take the steps needed to protect

our peoples and our planet.

We understand that solutions to economic and environmental crises must be integrated - two crises, one solution. Both require radical shifts away from the liberalizing 'Washington consensus' towards democratic control of national and international economies. Just as neo-liberal economic measures will sabotage attempts to control climate change, in the long run climate change will do immense economic damage, not to mention the environmental disasters for millions across the world.

In order to protect members and services, as well as through industrial struggles trade unions need to build the largest possible

*Continued on page 8*

## Policy Motions (continued)

### 7. Response to economic and environmental crises - Putting People First *continued...*

alliances to articulate a popular consensus around these positions - at international, national and local levels.

In this regard we note the success of the Put People First coalition in assembling a platform of policies supported by UNISON and mobilizing 35,000 on the march before G20 meeting; also that this provided a framework for further initiatives e.g. the People's Summit at the G20 Finance Ministers' meeting in St Andrews in November. We also applaud the involvement of this branch and UNISON Scotland in the Edinburgh World Justice Festival and the Stop Climate Chaos coalition. As the impacts of the recession unravel and as

the consequences of climate change impoverish and dispossess more and more people, such alliances will become more important. UNISON, at local, national and international levels, should seek to lead efforts to sustain and extend these alliances locally, especially to include more trade unions.

We call on UNISON and UNISON Scotland to review the experience of involvement in these coalitions and propose measures for continuing this work, and if possible resourcing it on a more permanent basis. Consideration should also be given to replicating this way of working at international levels.

*To be forwarded to Scottish Council and NDC; revised if necessary to take account of circumstances.*

## 8. Uniting Against Fascism

*Proposed by Services for Communities Shop Stewards Committee*

### **This union notes:**

1. That the election of two members of the fascist British National Party to the European parliament marked a turning point in British politics. This is the biggest electoral breakthrough for a fascist party in the UK. Their election threatens to normalise the presence of the BNP in mainstream politics.
2. That the BNP is dedicated to an all-white Britain, the destruction of trade unions and the elimination of basic democratic rights. The BNP mobilises on the basis of racism, seeking to divide society. Its politics of hate and division threaten the freedoms and safety of those the party would see annihilated - Jews, black people, trade unionists, Muslims and all ethnic minorities, gays and lesbians, disabled people and anybody who stands for a democratic society.
3. That the BBC had Nick Griffin, leader of the fascist BNP and a man with a criminal conviction for denying Hitler's Holocaust, on its flagship Question Time programme. Unfortunately this invitation helped further

legitimise the BNP and its politics of race hate.

### **This union believes:**

1. That racism divides workers and has no place within the trade union movement.
2. That at a time of deepening recession, the BNP's policies of hatred and division offer no solution.
3. That trades union organisations which have expelled fascists from their membership are to be congratulated.
4. That, as a matter of urgency, we must unite to build the broadest possible opposition to the BNP.

### **This union resolves:**

1. To affiliate to Unite Against Fascism
2. To call on the union nationally to campaign for the removal of BNP members in public services.
3. To circulate Unite Against Fascism leaflets and other materials and cooperate with other trades unions and organisations in providing resources and support
4. To send this motion to UNISON Scottish Council.

## 9. Affiliation to Stonewall

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

This meeting agrees the Branch should affiliate to the organisation called Stonewall which provides support and advice on LGBT issues.

## 10. Election 2010

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

This Branch meeting notes that there will be a UK General Election in 2010.

It calls on the UNISON LabourLink to use all of its influence to ensure that the Labour Party campaigns on progressive policies, in particular a manifesto based on UNISON's Million Voices campaign call for:

- **quality public services** - no more privatisation. Increased investment in accountable public services.
- **good jobs** - environmentally sustainable and socially useful jobs, with decent pay and pensions and a strong union voice
- **social justice** - help for those facing redundancy, repossessions and poverty - not bonuses and tax cuts for millionaires

This Branch meeting recalls the unprecedented attacks by the previous Conservative Government on public services, working people and communities. It also notes

the Conservative Party's ideological opposition to in-house public services and its stated intention to attack public sector pay and pensions.

While there have been many reasons to welcome the record of Labour in Government - for example, the minimum wage, record investment in Health, ground-breaking progress on developing countries' debt - there are also many reasons to challenge and oppose the Government over its record on illegal wars and privatisation. However, this Branch believes that the alternative to Labour at UK level would be disastrous for public services.

Accordingly we believe that the re-election of a Labour Government at UK level - with UNISON's LabourLink campaigning for progressive policies - would be the best available option for public services and public service workers.

## President: Public services must not pay for bankers' excesses

John Stevenson  
Branch President

**The last year has highlighted the need to have more 'political' and financial education for branch activists.**

The complexity of issues like outsourcing and privatisation, budgets and the technicalities of local government finance mean that it is more important than ever that officers are equipped to challenge Council facts, figures and policies.

Politically, it has also been essential that activists understand that the 'cuts' solution is not the way to build out of a recession.

Public services have faced an onslaught in the media as if it were public service workers that had created the financial crisis rather than the excesses and greed of city profiteers.

That is why the Branch has tried to ensure that the arguments are made in the media as much as possible that public services are essential to building out of the recession and public service workers do not have cosy deals with huge bonuses and fringe benefits.

We have to continue the message that these services are provided by people. People like home carers, social workers, road workers, environmental staff and workers in trading standards, education, early years and public safety.

Some will be cut and some – like home carers – sold off to the lowest bidder paying even lower rates so they can take our taxes as profit.

We have also taken the argument to the politicians and that 'political lobbying' is an area we have to develop further across the whole union.

To that end, the Branch needs activists who are experts in their field and I urge people to get involved at whatever level they can - whether as a steward, a contact or a source of information for branch officers.

An example of what we can do with that expertise has been the widely welcomed Social Work Manifesto and the recent guide to Social Work Workload management and Supervision that I and other activists have contributed to at Scottish level.

I know it is an old chestnut to go on about workload but the last year has brought unprecedented challenges for officers and staff and my thanks go to them for rising to the challenge.



## Chair: Success depends on all of us acting together

Duncan Smith  
Branch Chairperson

**The Branch faces a number of very serious challenges this year. It seems there are threats to pay, service conditions, and job security that will affect most of us in one way or another.**

Writing this in December I don't know how the final negotiations over Single Status will go but it seems likely that significant numbers of our members will be worse off. The point of the exercise was to address decades of pay discrimination against women workers but the actual outcome may result in some groups of women workers being poorer than before.

We have been told the Council claims it needs to save £93m over the next few years. This is a direct result of national cuts to public spending that have been made to finance the bail out of the banks. Unlike those fat cats whose decisions led to the Recession we, like other workers across the UK, are expected to pay the price.

That price may include a pay freeze, possible redundancies,

working harder to cover for unfilled vacancies and the outsourcing of services.

What does this mean for the Branch?

Well we can accept what management dishes out or we can organise to resist as best we can. The example of the recent successful strike by council refuse workers in Leeds, which was backed by UNISON nationally, shows that attacks on pay and conditions can be beaten.

Also we need to remind everyone that cuts in council employment won't help those in the private sector either as they depend on us spending our wages in their shops or rely on council contracts to keep their businesses afloat.

Organisationally there are signs that the Branch is in good shape. The monthly Branch Committees where workplace delegates from the departments meet with Branch Officers to agree the way forward have usually been well attended and important decisions have been taken after thorough discussion of the issues.

The decision to hold a series of local meetings to explain and find

out what members thought about Single Status/Pay Modernisation was an important initiative in 2009 that raised the profile of the union and hopefully made it more relevant.

I chaired many of these consultation meetings in different venues across the city and members from a wide range of occupations came along. Engaging with members in this way was very productive and it brought home to me just what is at stake for many.

However we need to tighten our organisation and recruit more members if we are to successfully resist. Many workplaces don't have stewards to represent them and that is still a major source of weakness.

As lone individuals we are pretty powerless to alter the course of events. Success depends on all of us acting together and that is what the union is about. By taking part in the AGM you can help take the decisions and make the policy that will take us forward in 2010.

***What you do counts. So please come to the AGM and make the union stronger.***



## Secretary: Year on year - more challenging and difficult



Agnes Petkevicius  
Branch Secretary

**D**éjà vu - 2008 was a difficult and challenging year for the branch and 2009 has proved to be even more challenging and difficult, with worse to come in 2010.

The main council wide issues that the branch have had to deal with in 2009 have been Modernising Pay, Budget Cuts, the move towards Alternative Service Delivery and ongoing reductions in Staffing levels with the possibility of compulsory redundancies in 2010.

### Reviews and Cuts

In line with last year a number of major reviews have been carried out with the main aim still being to reduce costs as opposed to developing and improving the services. A great number of posts have gone as a result and whilst impact assessments have been asked for, no clear answers have been given about the services that have gone.

It is down to the hard work, commitment and flexibility of public sector workers, under extremely difficult circumstances, that have ensured the ongoing delivery of public services to a high standard within the council.

UNISON and its members have shown yet again the commitment to public services and this is reflected in our Million Voices for Change Public Works Campaign, which I would urge all members and others to join.

The current administration talk about "harsh decisions having to be made" but the priority here has to be about the quality of the services and who delivers them. "Services that protect, enrich and change lives."

School closures are still high on

the agenda, Westburn PS closed in July and four more schools are to be closed this year on the casting vote of the Lord Provost.

### Pay

The 2.5% rise in April was the final stage of a two-year deal which was accepted reluctantly. It was better than expected when inflation dropped to 1%. Nevertheless, it still did not make up for years of falling behind and next year's claim for 3% or £600 and a minimum wage of £7 per hour plans to address that.

### Pensions

Changes to the pension scheme were implemented in April 2009. Throughout the year there have been ongoing attacks on public sector pensions, which are totally unjustified. What we need to bear in mind, is that the average pension paid out is less than £4,000 - certainly not 'gilt edged' as some of the reports have stated. In fact a motion was passed at National Conference this year with a strategy to protect our pensions.

### Involvement at Scottish and National Level

Once again the branch has been actively involved both at a Scottish Level (via Scottish Council and Local Government Conferences) and at National Conference.

We have a number of officers who have been elected to various committees: John Stevenson, Rose Jackson and Irene Stout - Scottish Committee, John Stevenson - Campaigns and Communication Committee, Irene Stout, John Ross - Local Government Committee and Matthew Crighton - International Committee, where he has been heavily involved in organising the St Andrews Day March and The Wave. Gem Hogan, Young Members Officer has also been involved in a number of events organised by the Young Members Committee.

A number of delegates from the branch also spoke at this year's National Delegates Conference - Elaine Wishart on Domestic Abuse, Kevin Duguid - Climate Change,

Marilyn Tweedie - Care Homes and I spoke on pensions.

### Branch Office

Throughout the year the branch office staff, Support Officer Monica Niven and Support Assistants, Nicola Lee, Eileen Thomson and Julie Finlay have worked hard dealing with the day to day business of the office but also with all the additional work generated by the issues we have had to deal with as a branch. Many thanks for all their hard work. Déjà vu - we are still actively looking for new branch premises.

### People

I will reiterate my message of last year re cooperation and team work being essential to the smooth and effective running of any organisation and that applies to the branch as well. 2010 will be a year where we really need to as a branch work together to ensure that we do our best for members and the public services that we deliver.

Thank you to all the stewards and

officers who have worked hard over the last year and a particular thank you to those who have stepped down or retired. **Rose Jackson** - hope you are enjoying your retirement. To a very good friend who worked tirelessly for the Nursery Nurses and the branch **Barbara Foubister**, who I hasten to add, does not quite qualify for her bus pass yet.

### Branch Officers 2009/2010

*President:* John Stevenson  
*Chair:* Duncan Smith  
*V/Chair:* Rose Jackson  
*Secretary:* Agnes Petkevicius  
*Asst Secretary:* Luke Henderson  
*Treasurer:* Mike McCrossan/  
John Stevenson  
*Equalities:* Irene Stout  
*Health & Safety:*  
Hugh Menzies/Lorraine Paterson:  
Dave McConnell from July 2009  
**Service Conditions**  
*Co-ordinator:* Kevin Duguid  
*Convener (APT&C):* John Ross  
*Convener (Manual):* Walter Weir/Tam McKirdy  
*Convener (Craft):* Walter Weir  
*Service Conditions Officers:* Tom Connolly, Irene Stout/Jim Quinn, Agnes Petkevicius, Elaine Wishart.  
*Communications:*  
John Stevenson  
*Recruitment/Membership*  
Irene Heggie  
*Welfare Officer:*  
Gillian Allan/ Mike Smith  
*International:*  
Matthew Crighton  
*Education*  
Hugh MacDonald  
*Lifelong Learning:*  
Ishbel Foster  
*Young Members*  
Gem Hogan/James Wilson  
*Auditors:* A Bennett, S Mullen

### Branch Support Staff



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



## Service Conditions: Single Status, reviews and over 200 members' cases



Kevin Duguid  
Service Conditions Coordinator



Top right  
Kevin Duguid,  
Service Conditions  
Co-ordinator



From top left:  
John Ross,  
Convener APT&C,  
Wattie Weir,  
Convener Manual.



Tam McKirdy,  
Convener Craft (JS)  
Officers



Agnes Petkevicius,  
Elaine Wishart,



Tom Connolly,  
Irene Stout,  
Jim Quinn.



**T**his past year has seen the **Service Conditions Team stretched to try to keep pace with the huge numbers of individual members' cases, reviews and of course the large Corporate issues of Single Status, Budget Cuts and Privatisation threats but by and large we have managed to do it.**

### SINGLE STATUS

The early part of the year was dominated by Single Status (Pay Modernisation!) discussions with some concessions won but not enough to make the Current Proposals ones which we could accept. We carried out one of the largest and most comprehensive consultation exercises ever done by the Branch, involving over 40 members meetings over a two month period and answering hundreds of phone and e-mail queries, and the view of the vast majority of members was that the proposals were too detrimental to too many people.

The other unions agreed with us and the Council were notified of our rejection of the proposals in late September. From then till now there has not been one meeting arranged to try to move matters forward despite the trade unions' willingness to meet. BUT NOW (literally as I write this) I have just received the Council's Notice that they are moving into a Formal 90 day Consultation Process - what a lovely welcome into the New Year!

As it appears this will now be a moving picture over the coming weeks I will provide an up to date

report at the AGM. It is only to be hoped that the Council use this consultation period for constructive and meaningful negotiation - something that has been sadly lacking at times.

### BUDGETS, ALTERNATIVE BUSINESS MODELS (PRIVATISATION) & REDUNDANCIES

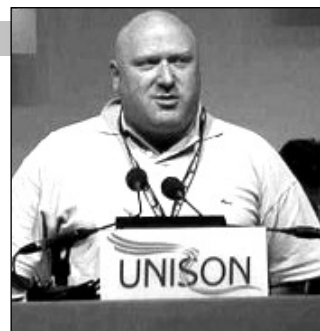
I'm sure you are all aware that the Council's budget position (allegedly) requires them to save over £90 million over the next three years. The Council has warned of up to 250 job losses and many more vacant posts not being filled and this will undoubtedly result in greater pressure on existing staff, a poorer service and in some cases the loss of a service altogether.

The Full Council Meeting in December saw elected members from the Liberal Democrats, SNP and Conservative Groups vote to start a Competitive Tender Process for nearly 3,000 posts in the Council, which includes everything from HR and Finance to Street Cleaning and Catering, despite a deputation from the UNISON and opposition from the Labour Group and the Green Party to the proposals.

Again this is a moving feast with things likely to have moved on between this being published and the AGM, so a full update will be given at the AGM.

We have been hard at work trying to influence the direction the Council will take by meeting with Elected members from all parties, council officials, MPs and MSPs.

We cannot allow the decimation of our public services without a fight and it will be a long hard fight where we will have to use all the tools at our disposal and that will mean trade union members working together in solidarity and encouraging any non members to join us, as our strength in the coming year will be in all employees standing together to defend jobs, services, pay and conditions.



### LOCAL AGREEMENTS AND POLICIES

The team have been actively involved in discussions on a vast range of new and revised Council Policies and Agreements over the last year, including Sickness Absence, Domestic Abuse, Appeals Procedure, Redeployment Procedure and Car Allowances to name but a few. But they have inevitably been overshadowed by Budget and Single Status Discussions with nothing conclusive being agreed. We have been advised though that the Council will be presenting us with a raft of proposed new policies/agreements for discussion shortly and I'm not holding my breath that these will all be positive proposals to enhance our terms and conditions - they are more likely to be cuts and the removal of some of our hard fought/won conditions in order to try and save money!

### DEPARTMENTAL REVIEWS

Despite everything else that is going on there has been little respite from what seems to be the continual merry-go-round of Reviews and the Team have been involved in most of these including Refuse/ Street Cleaning, Libraries, Community Education, Procurement, Human resources, Parks, Concierges, Home Care, Residential Care and many many others.

It is unlikely that this workload will reduce any and it is therefore vital that we have as many stewards as possible so that the work can be shared and their expert knowledge of their own services can be utilised, **SO IF YOU HAVEN'T CONSIDERED IT BEFORE THINK ABOUT IT NOW AND SIGN UP TO BE A STEWARD.**

*continued on page 13*

from page 12

## VOLUNTARY SECTOR AND RELATED BODIES

We Continue to work hard doing many reviews and individual members cases within this sector covering over 200 different Employers including SACRO, Lothian & Borders Fire Brigade, Lothian Valuation Board, Hanover Housing, Edinburgh Leisure to name but a few.

This has been an extremely challenging year with funding in

these areas at a premium and has resulted in some very tough and long running negotiations and I can only see this area being further squeezed for funding in the coming years and it is vital, therefore, that stewards and UNISON are better organized in this area and we will be actively pursuing with UNISON Scottish Region as to how this can be best achieved.

## INDIVIDUAL CASES

The Team continue to carry a caseload in excess of 200 individual

members' cases at the moment, dealing with issues from Sickness Absence and Bullying/Harassment to Disciplinarys, Appeals and Grievances.

## FINALLY ... THANKS

Thanks to the Branch Staff who as always carry out their work, no matter the pressures, with a cheery can do / will do attitude. Thanks also to all the members of the Team, Stewards and Regional Officials who have helped keep on top of the issues this year.

# Equalities: Pushing for implementation plans for Equalities Bill

Irene Stout

Branch Equalities Officer

**The past 12 months have been problematic in terms of pursuing an Equalities agenda with the Council's focus being more aimed at the Pay Modernisation initiative which every member will be more than aware of.**

The negotiating team have striven to ensure equalities has a key role in any outcome from these proposals but difficulties still remain as we are still at odds with management on an Equalities Audit which is a more in-depth exercise than the processes they have applied to carry out a gender audit.

Our aim is to ensure total eradication of inequalities of any kind whilst management have carried out a more limited exercise.

Talks are continuing and, as reported by the Branch Service Conditions Coordinator, an update will hopefully be made at the forthcoming AGM but it is important to stress there is no agreement on Pay Modernisation at this stage.

Throughout the year we have raised equality issues with management and councillors but their resources have not been targeted on discussions outwith the Pay Modernisation talks.

We have made some progress on a draft agreement on Domestic Abuse but we have still got matters on the

agenda such as Disability Leave, Access to Training, Application of elements of Single Status etc. and we shall be following these up in the coming months.

The indifference of the council has been replicated at a national level with MPs and MSPs being more interested in the forthcoming election and the implications of the recession rather than developing a more equitable work environment.

The only exception was the Equalities Bill which seeks to merge all the various strands of legislation impacting on disadvantaged groups in society but, unfortunately, the council have yet to take on board any of the proposals or to enter into discussion with the unions on any implementation plans.

The focus on Pay Modernisation allied to the reducing number of Shop Stewards has meant the Equalities Committee has not been active in the past year, partially because of competing demands but also because of lack of activity at a political level and, more disconcerting, within the union.

Throughout 2009 I have striven to reinvigorate our self organised groups with several meetings being convened but having to be abandoned due to the poor turnouts.

You will see a motion from me on the AGM agenda calling for an examination of Self Organisation. This is not a criticism of the concept but a

recognition that outcomes are clearly not evident. If self organisation has any value

it has to be based on being an integral part of the union and have a visible presence representing their groups. The status quo is not an option if we are to go forward.

Again that will be issue during the coming months.

The Branch has ensured a presence at all the Self Organised conferences with reports being submitted to the Branch Committee (contact me at the Branch Office if you wish copies) and we will try to maintain that involvement whilst increasing our influence but we do need the members to work with us to a far greater extent than that evidenced in the past.

All in all, a trying year and the report card would say "could do better". Working together we can achieve that objective.

I must place on record my appreciation of the support provided by my fellow Branch Officers and, of particular comment, all the assistance and support I get from the office staff which is invaluable given the ever-increasing workloads.



## International: Gaza, World Justice Festival, Put People First and Venezuela

Matthew Crighton  
International Officer

**T**he last year started with the Israeli onslaught on the population of Gaza, witnessed frantic attempts at meetings of G20 government to avoid a global slump and ended with the Copenhagen talks on climate change - so it is no surprise that we have remained active on all these issues.

We also deepened our interest in Latin America.

In the aftermath of the attack on Gaza we supported a trade union conference on boycotting the state of Israel; and applauded when the STUC agreed a policy of Boycott, Disinvestment and Sanctions. We are now looking at the guidance about how to take this forward; it's good to see that the Council have at last dumped their contract with Eden Springs, an Israeli-owned company. We are also building



Matthew Crighton (second from left) and UNISON Scottish Convener Mike Kirby (fourth from left) on the Venezuela delegation

that, our partners were the World Development Movement.

Also in the Festival we worked with Friends of the Earth and Stop Climate Change Scotland to organize a conference on climate change - To Copenhagen and beyond. In the run-up to the talks in December we arranged a meeting with Edinburgh Trades Union Council called 'Change the world, not the climate' which was addressed by Cllr Ewan Aitken and Cllr Maggie Chapman. We then ran a coach to The Wave, the demonstration in Glasgow on 5 December.

The eyes of the world were on the G20 meeting in London in April and I am pleased that our branch sent a delegation to the 35,000-strong march on 28 March organised by a coalition called Put People First, which our union helped create. It is united by three linked calls: Decent jobs and public services for all, end poverty and inequality, build a green economy.

A Scottish version of that coalition came together to organise a People's Summit on 7 November,

when the G20 Finance Ministers came to St Andrew's. I ran a workshop there, for UNISON, entitled '21st Century Socialist Solutions?'. The title is a reference to President Hugo Chavez' plans under that banner in Venezuela; the workshop looked at how these offer solutions to both economic and environmental crises.

In this I was building on the insights I had got from being part of a delegation to Venezuela in August, on behalf of UNISON. My report on this, running to four pages, is on the branch website ([www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk)), so I won't say more about this here - except that it was great to see a government which really is on the side of working people.

Still in Latin America, we were pleased that the 50th anniversary of the Cuban revolution saw the setting up of a local group of the Cuba Solidarity Campaign, to which we have given support.

Looking ahead we can guess that the need for activity on all of these topics will continue - and others will arise.

If you wish to be involved contact the Branch Office.



person-to-person links with trade unionists in Palestine.

In the context of continuing global financial mayhem we, and UNISON Scotland, supported the fourth Edinburgh World Justice Festival in May, and proposed its theme: 'Building Justice out of Crisis'. We organised a meeting on this topic which was addressed by the Secretary of State for International Development, Douglas Alexander MP, amongst others. In



# Communications: Tell us why you value public services

John Stevenson  
Communications Officer

● **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.

The site has over 700 pages and has gone up from 27,000 hits a month to as much as 60,000 in 2009. The biggest hits currently are on the Single Status pages.

This year, we set up special interactive pages so that members could make their views known on the pay claim (as demanded by the AGM motion) and the special Single Status FAQs page was very successful.

Members were able to ask specific questions about 'Modernising Pay' via the site and many did. All queries were responded to quickly - most the same day - while others took some time and follow up calls to be able to give the best advice.

This is something we will build on as the Modernising Pay agenda continues.

Many members use the website to update their details and it has been well used to download membership forms.

● **Email communication:** We are

still working on ways to get a full email list to contact members directly and we are using email more and more to contact stewards. It is not only quicker, it is much cheaper and allows for more dialogue and debate.

● **Branch Magazine:** The goalposts changed so many times with Single Status that we concentrated on one-off bulletins in-house.

However we did produce a widely welcomed special bulletin (see pic) in November which is also on the website. Another is due to follow soon as and when there are specific updates we can give to members.

● **Million Voices:** The website also has a page where people can add their voices to UNISON's Million Voices for Public Service campaign. We are urging members to tell us about why their job is important and why they value public services. We will use these (anonymously if you wish) to build the campaign to remind people how important services are and the need to fight to defend them.

● **Media:** Media strategy is about speaking up for members no matter how small the story is. The focus this year has been on reminding people what public services do at a time when they are under so much attack. We have managed to get several TV



slots throughout the year from STV and BBC local news to even Newsnight Scotland (courtesy of UNISON Scotland), along with regular coverage on local radio and media. A search on the Evening News website will show just how much coverage there has been.

● **Education:** Since there is no Education report this year, it should be noted that, in addition to basic courses, we are planning specialist briefings on local government finance for stewards.

● **This Annual Report** is one of our biggest projects in the year and thanks to Monica Niven for her help, especially with the figures.

## Branch Committee Attendances

Name	POSS	ACT	Name	POSS	ACT
<b>Branch Officers</b>					
John Stevenson	12	10	Gillian Allan/		
Duncan Smith	12	12	Mike Smith	12	0
Matthew Creighton	12	11	Gem Hogan	12	9
Rose Jackson	12	10	James Wilson	12	3
Agnes Petkevicius	12	9	Ishbel Foster	12	3
Luke Henderson	12	12	<b>Associated Bodies (2)</b>		
Mike McCrossan	12	0	No delegates appointed		
Kevin Duguid	12	8	<b>Chief Officers (1)</b>		
John Ross	12	9	No delegates appointed		
Walter Weir	12	5	<b>Children &amp; Families (13)</b>		
Tam McKirdy	12	11	Alex Gallacher	12	12
Elaine Wishart	12	11	Karen MacLean	12	6
Irene Stout	12	9	Evelyn Hanlon	12	11
Tom Connolly	12	9	Carol Griffin	12	7
Jim Quinn	12	10	Kathleen Hendry	12	4
Lorraine Paterson	12	0	(8 vacant seats)		
Dave McConnell	12	7	<b>City Development (4)</b>		
Irene Heggie	12	8	Frank Donoghue	12	2
Hugh MacDonald	12	3			

Name	POSS	ACT	Name	POSS	ACT
Alex Paterson	12	0	Sasha Cunningham	12	4
(2 vacant seats)					
<b>Corporate Services (4)</b>					
Mike Durnan	12	6	Mo Innes	12	4
Sheila McLuckie	12	1	Rene McWilliam	12	8
(3 vacant seats)					
<b>Services for Communities (8)</b>					
No delegates appointed					
<b>Edinburgh Leisure (3)</b>					
No delegates appointed					
<b>Finance (3)</b>					
No delegates appointed					
<b>Further Education (3)</b>					
No delegates appointed					
<b>Health &amp; Social Care (12)</b>					
Alan Turnbull	12	3	Rory Gardner	12	9
Jim Kelly	12	0	Paul Clarke	12	10
Martin Robb	12	3	Alison Gowrie	12	2
Mary McCrea	12	9	Amanda Kerr	12	7
Pauline Lowe	12	3	Sauna Clarke	12	9
<b>Valuation Joint Board (2)</b>					
No delegates appointed					
<b>Voluntary Sector (5)</b>					
No delegates appointed					
<b>Self Organised Groups (6)</b>					
<b>Retired Members (1)</b>					
No delegate appointed					

## Annual Report 2009

## 2009 saw UNISON's affiliation to Labour Party have real relevance

Matthew Crighton  
International Officer

**2009 was a year in which UNISON's affiliation to the Labour Party could be seen to have real relevance.**

The Scottish Government abandonment of the local income tax, under pressure from Labour, removed one threat to local government funding. But, as Scottish Secretary Matt Smith told the Scottish Labour Party Conference, in seeking to pave the way for that policy, the SNP government's concordat with local government has become a straitjacket which is causing cuts in local services this year with even more damaging threats for next year.

Edinburgh UNISON members are starting to feel the impact on the ground. In tackling the threats of cuts and out-sourcing ('alternative business models') we are keeping Labour politicians briefed.

We are pleased that we have been able to work with them to challenge the Lib Dem/SNP administration on these key issues. The Labour Group's motion at the last Council meeting called for the recognition of the importance of public services being delivered by public servants; Malcolm Chisholm MSP tabled a question in the Scottish Parliament about the outsourcing plans; and the branch's lobby that morning was attended by Sarah Boyack MSP.

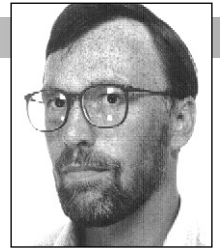
Union influence on Labour Party policy remains real, for example in the commitment to keep the Royal Mail in public ownership, which led to abandonment of plans for part-privatisation.

This year the process of formulating policy for the Party's manifesto for the 2011 Scottish Parliament elections started. Consultation within UNISON on this process was opened up to the whole of the union (not just those within the APF).

Our branch contributed to UNISON's submission, urging restatement of commitment to the 'Scottish Public Service Model' established by the previous Labour-led administration at Holyrood - which resisted the trend to marketisation of provision seen south of the border under Blair.

We have also contributed to UNISON's review of its political funds. We emphasised the need for openness by Labour Link, requested more integration between the working of the General Political Fund and Labour Link, and suggested there should be automatic referral of new policy positions to both.

We reiterated the branch's view that they should both be member-led and that especially at these times, political work should be seen as part of the mainstream of union activity at all levels.



## General Political Fund - Resources for our campaigns

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

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

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

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'.

The GPF has also funded adverts

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

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

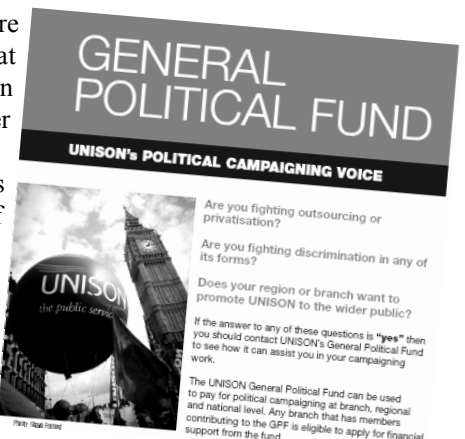
These have included:

- Anti-racist events
- Local campaigns against privatisation/marketisation
- UNISON presence at various national and regional events
- Campaigns against council housing sell-off - like the money it made available to us in Edinburgh for that but also Nationally for the Asylum Seeker Children initiative.

More recently, much of the funding for environmental and

economic campaigns has come from the GPF

If the AGM approves Motion 1 on the agenda, a key strategy will be seeking support from the GPF for campaigning, research and materials to combat the attacks on public services.



# Membership and audit for proportionality and fair representation

**A**lthough membership is slightly down this year, it is mainly explained by structural issues with members moving branch and employer. In fact we recruited almost 700 new members over the year and changes in when and how we match figures with UNISON HQ's system initially suggest the real picture is an increase in membership.

The College of Art membership has been transferred from the Branch (reducing the Further Education figures) and there have been several departmental transfers, especially affecting catering workers.

Health and Social Care's drop is probably related to the number of staff who took voluntary severance during the year.

The PPP schools have meant the transfer of staff to new employers and, while they have dropped off our records at the moment, Branch Office staff are following this up to ensure membership continues.

Data cleansing and direct matching with the union's central membership system should now mean that that our figures and HQ's

match at all times.

With almost 700 new members this year at a time when the workforce has reduced, we can rightly be optimistic. But more needs to be done if we are to maintain our strength and influence as a union.

Twice over 10 years, research has shown that the only reason about half of people who are not

members have not joined is because no-one asked them to join!

So, in a way, we don't need fancy recruitment campaigns - we just need to give people a membership form!

As usual the figures are subject to confirmation as the national union does it yearly assessment.

*John Stevenson,  
Branch President*

## Membership at 31 December 2009

Department	31/12/2008	31/12/2009	Var
Associated Bodies	188	195	+7
Children & Families	2,590	2,699	+109
City Development	464	472	+8
Corporate Services	625	570	-55
Edinburgh Leisure	175	163	-12
Finance	382	360	-22
Further Education	317	273	-44
Health & Social Care	2,246	2,197	-49
Services For Communities	1,468	1,440	-28
Valuation Joint Board	67	66	-1
Voluntary Sector	640	641	+1
Unallocated	0	5	+5
<b>TOTAL</b>	<b>9,162</b>	<b>9,081</b>	<b>-81</b>
Student	7	8	+1
Unemployed	72	98	+26
Retired Members	777	838	+61
<b>TOTAL</b>	<b>10,018</b>	<b>10,025</b>	<b>+7</b>
Recruited 1/1/08-31/12/08 = 690		Officially resigned = 86	

## Audit for proportionality and fair representation

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 2008 figures. With the advent of Single Status, this is the last year that the figures will show an APT&C/Manual split and the branch is working on other indicators to reflect fair representation in 2010.

### 1. Women

Branch Branch Cttee Officers Stewards  
68% (69%) 49% (48%) 40% (42%) 45% (42%)

### 2. Branch Committee breakdown

Women, Manual & Craft and APT&C (and CO) Breakdown at 31/12/09

#### a) Women on dept. delegations

Department	Should be	Actual
Associated Bodies	55%(58%)	0%(0%)
Children & Families	82% (82%)	67%(40%)
City Development	30%(33%)	0%(0%)
Corporate Services	68%(69%)	33%(44%)

Department	Should be	Actual
Edinburgh Leisure	43%(43%)	0%(0%)
Finance	62%(63%)	25%(20%)
Further Education	38%(61%)	0%(0%)
Health & Social Care	80%(81%)	82%(69%)
Services for Comm	45%(45%)	38%(39%)
Valuation Joint Board	61%(60%)	0%(0%)
Voluntary Sector	75%(75%)	0%(0%)

#### b) Manual/Craft on dept. delegations

Associated Bodies	23%(26%)	0%(0%)
City Development	14%(7%)	0%(17%)
Corporate Services	45%(49%)	10%(11%)
Edinburgh Leisure	19%(22%)	0%(0%)
Children & Families	3%(3%)	0%(0%)
Finance	0%(0%)	0%(0%)
Further Education	1%(21%)	0%(0%)
Health & Social Care	24%(25%)	9%(13%)
Services for Comm	16%(17%)	13%(17%)
Voluntary Sector	3%(3%)	0%(0%)
Valuation Joint Board	0%(0%)	0%(0%)

#### c) Manual & Craft breakdown

% of Branch Membership = 14% (15%)

% of Branch Committee = 7% (8%)

#### d) Women on Manual/Craft delegations

% of Women in M&C membership 63%(64%)

% of Women among M&C delegates to Branch Committee = 33% (25%)

#### e) APT&C (and CO) breakdown

% of Branch Membership = 82%(84%)

% of Branch Committee = 93%(90%)

#### f) Women on APT&C delegations

% of Women in APT&C membership = 69%(70%)

% of Women among APT&C delegates to Branch Committee = 51% (51%)

● 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.

# Treasurer's Report and Financial Statement 2009

## UNISON City of Edinburgh Local Government & Related Sectors Branch

### Statement of Income and Expenditure for the period ended 31 December 2009

<b>INCOME</b>	<b>2008</b>	<b>2009</b>
Bank Account Interest	£ 8,788.12	£ 1,922.00
Branch Retention	£ 298,491.20	£ 206,788.96
Hardship Fund Donations	£ 605.64	£ 0.00
Subscriptions-Members	£ 2,772.86	£ 2,351.02
Subscriptions-Retired Members	£ 1,107.00	£ 844.00
Subscriptions-Student Members	£ 10.00	£ 0.00
Subscriptions-Unemployed Members	£ 148.00	£ 108.00
<b>TOTAL INCOME</b>	<b>£ 311,922.82</b>	<b>£ 212,013.98</b>
<b>EXPENDITURE</b>	<b>2008</b>	<b>2009</b>
Affiliations-Conf/Meet/Rallies	£ 282.00	£ 643.95
Affiliations-Donations	£ 150.00	£ 225.00
Affiliations-Subscriptions	£ 406.20	£ 1,124.00
Bank Charges	£ 0.00	£ 6.16
Black Members SOG	£ 661.60	£ 335.61
Branch Meeting Expenses	£ 8075.90	£ 8,248.39
Child Care	£ 260.00	£ 0.00
Cleaning	£ 2,897.68	£ 1,952.70
Disabled Members SOG	£ 848.15	£ 410.80
Education-Fees	£ 1,565.00	£ 2,880.00
Education-Travel & Subs	£ 666.78	£ 127.00
Electricity	£ 0.00	£ 691.92
Hardship Fund Grants	£ 236.00	£ 60.00
Lesbian & Gay SOG	£ 2,032.91	£ 1,926.30
Library	£ 354.99	£ 198.37
Miscellaneous-Conf/Meet/Rallies	£ 875.70	£ 4,141.72
Miscellaneous-Donations	£ 709.00	£ 400.00
Office Bearer Expenses	£ 10,324.34	£ 11,143.97
Office Expenses	£ 17,502.72	£ 34,977.37
Photocopying	£ 2,101.74	£ 1,236.58
Postages & Telephones	£ 21,830.66	£ 19,342.36
Printing & Stationery	£ 25,504.45	£ 21,283.28
Publicity & Recruitment	£ 3,346.13	£ 4,371.12
Rent & Rates	£ 19,066.14	£ 28,951.55
Retired Members Section	£ 847.15	£ 696.20
Scottish Region Expenses	£ 2,865.00	£ 1,115.00
Staffing Costs	£ 74,932.07	£ 97,388.18
Stewards Expenses	£ 2,104.00	£ 577.45
Subscription Overpayments	£ 51.75	£ 0.00
Subscriptions to Headquarters	£ 2,879.11	£ 2,459.02
Unison-Annual Conferences	£ 12,250.44	£ 12,776.00
Unison-Conf/Meet/Rallies	£ 14,441.52	£ 7,242.57
Unison-Donations	£ 15,748.00	£ 1,250.00
Welfare	£ 455.65	£ 276.19
Welfare-Grants to Members	£ 250.00	£ 0.00
Womens SOG	£ 2,191.95	£ 1,006.70
Young Members SOG	£ 0.00	£ 257.60
<b>TOTAL EXPENDITURE</b>	<b>£ 248,714.73</b>	<b>£ 269,723.06</b>
<b>TOTAL INCOME</b>	<b>£ 311,922.82</b>	<b>£ 212,013.98</b>
<b>TOTAL EXPENDITURE</b>	<b>£ 248,714.73</b>	<b>£ 269,723.06</b>
<b>SURPLUS/ (DEFICIT)</b>	<b>£ 63,208.09</b>	<b>£ (57,709.08)</b>

Mike McCrossan/  
John Stevenson  
Branch Treasurer



the landlords with the Council of



This year we had a deficit of approximately £58,000. There are three reasons for this: -

Firstly, we have reviewed the salaries and pensions of our office staff which resulted in a significant increase in our staffing costs.

Secondly, due to our impending office move, we have had to pay a share of a dilapidation payment to

approx £23,000. Finally because of our level of reserves last year, we had our monthly remission (the percentage of subs received from HQ) reduced from £24,000 to £13,000.

Despite this we remain in a healthy financial state at the moment. It is anticipated that our running costs will increase over the next year due to our move to new premises.

### UNISON City of Edinburgh Local Government & Related Sectors Branch Balance Sheet For the period ended 31 December 2009

<b>ASSETS</b>	<b>2008</b>	<b>2009</b>
Cash in Hand	£ 10.86	£ 20.70
General Fund	£ 98,833.49	£ 70,423.05
Strike/Hardship Fund	£ 144,200.67	£ 144,933.47
Welfare Fund	£ 100.00	£ 100.13
Premises Fund	£ 101,446.80	£ 71,350.39
<b>TOTAL CASH AND BANK ACCOUNTS</b>	<b>£ 344,591.82</b>	<b>£ 286,827.74</b>
Other Assets	£ 0.00	£ 0.00
Total Other Assets	£ 0.00	£ 0.00
<b>TOTAL ASSETS</b>	<b>£ 344,591.82</b>	<b>£ 286,827.74</b>
Other Liabilities	£ 0.00	£ 0.00
Total Other Liabilities	£ 0.00	£ 0.00
<b>TOTAL LIABILITIES</b>	<b>£ 0.00</b>	<b>£ 0.00</b>
<b>EQUITY</b>	<b>£ 344,591.82</b>	<b>£ 286,827.74</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>£ 344,591.82</b>	<b>£ 286,827.74</b>

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 2009 and for the period ended on that date.

Alan Bennett  
Branch Auditor

Stuart Mullen  
Branch Auditor

**MINUTES of BRANCH ANNUAL GENERAL MEETING held on 9TH MARCH 2009 in the ST CUTHBERT'S CHURCH, LOTHIAN ROAD, EDINBURGH**

**1. OPENING REMARKS/ INTRODUCTIONS**

The meeting was chaired by Branch President.

At this point of the meeting the Branch President paid a tribute to John Mulgrew, Service Conditions Co-ordinator who sadly died on 4th August 2008.

John served the branch for some 20 years and had been our lead negotiator and secretary of the Staff Side of all non-teaching trade unions since UNISON City of Edinburgh Branch was formed in 1996.

The branch paid tribute to John at his funeral and in the commemoration of a tree to his memory in Princes Street Gardens on 1st December 2008.

**2. APPOINTMENT OF SCRUTINEERS**

Four Scrutineers were appointed:- Walter Weir (Services for Communities) Caroline MacLean (Services for Communities) Mo Innes (Health & Social Care) Elaine Wishart (Corporate Services)

The Branch President apologised that due to a formatting error some motions were missing from the minutes of the 2008 AGM. This has been corrected on the branch website and a corrected copy of the minutes were included in the supplementary agenda circulated to the meeting.

The supplementary agenda also has amendments to motions 1, 4 and 14 and the biographical details of candidates standing for the contested posts.

The Branch President advised the meeting no election was now required for the Service Conditions Convener (Manual) post as Tam McKirdy and Walter Weir had agreed to job share the post. There was no election required for the Service Conditions Officer post as Jim Quinn and Irene Stout have agreed to job share.

**3. STANDING ORDERS**

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

**4. MINUTES OF BRANCH MEETING 2007**

The minutes of the last Branch Annual

General meeting of 18th February 2008 were AGREED as a correct record with no matters arising.

**5. ANNUAL REPORT 2008**

No questions were raised on the Annual Report

**6. FINANCIAL STATEMENT**

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

At this point of the meeting the President sought the AGM's approval to give priority to Motion 9 which refers to a transfer of branch funds and should be read in conjunction with the Financial Statement.

**Motion 9 - Transfer of Branch Funds**

*Proposed by John Ross (Services for Communities) and Mike McCrossan (Services for Communities)*

This meeting supports and homologates the decision of branch officers to transfer monies during the past financial year towards the Branch Hardship Fund and the Branch Premises Fund.

We do so in recognition that the potential for industrial action in the coming year on issues such as Job Evaluation and Pay Modernisation requires contingency measures at this stage. Also we recognise the accessibility of the branch office remains a problem and we continue to seek alternative accommodation.

Branch Officers should continue to monitor finances in the coming year and to take appropriate action to ensure branch funds are directed to the benefit of the membership.

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

**7. SPECIAL REPORTS**

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

Single Status/Pay Negotiations (Kevin Duguid)

Equal Pay (John Ross)

**8. ELECTION OF BRANCH OFFICERS**

The undernoted were elected unopposed:

President: John Stevenson (Children & Families)

Chairperson: Duncan Smith (Services for Communities)

Vice-Chairperson Rose Jackson (Health & Social Care)

Secretary: Agnes Petkevicius (Children & Families)

Assistant Secretary: Luke Henderson (Services for Communities)

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

Service Conditions Co-ordinator: Kevin Duguid (Finance)

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

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

Service Conditions Convener (Manual): Tam McKirdy and Walter Weir (Services for Communities)

Equalities Officer: Irene Stout (Services for Communities)

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

International Officer: Matthew Creighton (Associated Bodies)

Recruitment/Membership Officer: Irene Heggie (Finance)

Young Members Officer: Gem Hogan (Children & Families) and James Wilson (Services for Communities)

Health & Safety Officer: Hugh Menzies (Finance) and Lorraine Paterson (Services for Communities)

Service Conditions Officer: Tom Connolly (Children & Families)

Agnes Petkevicius (Children & Families)

Irene Stout (Services for Communities)/Jim Quinn (Corporate Services) job-share

Elaine Wishart (Corporate Services)

**Election required for the following Branch Officer post(s):**

Lifelong Learning: Following a ballot Ishbel Foster (Health & Social Care) was elected to the post.

Education Officer: Following a ballot Hugh MacDonald (Services for Communities) was elected to the post.

**9. RULE CHANGES**

As a result of a decision of the 2007 AGM to review the rules in light of Single Status to reflect that there will no longer be APT&C and Manual grades. Branch Officers had a special seminar to review the current branch rules and in light of core branch rule changes, to reflect common practice, to review the duties of some Branch

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## Minutes of Branch Meetings (continued)

*Continued from Page 19*

Officers in terms of branch development and to correct anomalies in a rule book that was originally written when the branch was being formed from four NALGO and NUPE branches.

Due to the high volume of Rule Changes the Branch President sought the meeting's approval to have all Rule Changes moved formally by the movers and go to debate only if a member wishes to oppose the change or seek more detail. The meeting AGREED to this action.

#### Rule Changes

*All Rule changes were Proposed by John Ross (SFC), Agnes Petkevicius (Children & Families)*

#### 1. Rule A.11 Communication

In a) add at end "and newsheets as appropriate"

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

#### 2. Rule A.13 Affiliations

a) Replace "APF" with "Labour Link"

c) Replace "whose aims affect those of UNISON" with "consistent with the national union's policies and rules."

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

#### 3. Rule A.15 Annual Report

c) Replace "Attendances at Branch Committees, Sub Committees and Scottish Council" with "Attendances at Branch Committees, Scottish Regional Council and Scottish Local Government Conference."

d) Replace "A report on Branch Committee decisions during the year" with "A report on Branch activities during the year."

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

#### 4. Rule B.1 Branch Structure

a) After "There will be an Annual General Meeting of the Branch to elect" add ", or confirm the election by ballot of"

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

#### 5. Rule B.2 Branch Audits

Renumber Para 1 as a) and delete "APT&C, Manual" and replace with "General Grade workers based on the appropriate pay spine/scale"

Renumber Para 2 as b) and delete "black, lesbian and gay, disabled members" and replace with "numbers of members who wish to be identified as lesbian, gay, bisexual and transgender members or black members or disabled"

Renumber Para 3 as c).

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

#### 6. Rule B.3 Proportionality

In first paragraph, delete from "but recognises.." to "meaningful" and replace with "and to that end will promote the following measures:"

In Point 1, delete "therefore" in line 1 and "new" in line 3.

In Point 2 a) add "on the same basis" at the end.

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

#### 7. Rule B.4 Quorum

In Point 2, delete "would" in the first line and "proposed" in the fourth line.

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

#### 8. Rule B.5 Fair Representation

In first paragraph, delete all instances of "APT&C and Manual and Craft" and replace with "all categories and terms of conditions"

In Point 1, delete "At Service Conditions Convener level, there will be posts for APT&C, Manual and Craft" and replace with "To facilitate these principles Convener posts will be established to recognise both General Graded posts and Craft posts supplemented by other Convener posts as agreed by a Branch Annual General Meeting"

In Point 3, delete "black, disabled and lesbian and gay" and replace with "black members, disabled members and lesbian, gay, bisexual and transgender"

In Point 5, delete from "The triple track approach" to "at workplace level." and replace with "Activists should be encouraged to become familiar with all sets of conditions and the requirements of individual occupational groupings both within their local workplace and elsewhere in the branch"

Delete Points 6 and 7 and renumber Point 8 as 6.

In existing Point 8, delete from "In the meantime" to "sub-groups" and replace with "In instances where an

occupational group is based in one department it will be the responsibility of that Shop Stewards Committee to ensure the members' interests are represented and protected. Where there is more than one department involved the responsibility to coordinate the representation and protection of members will lie with the Branch Committee. At all times actions and decisions will be in accordance with union policy".

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

#### 9. Rule B.6 Branch Employed Staff Structures

In Point a), delete "Convener (or nominee), Branch Treasurer and three members elected by the Branch Policy and Finance Committee" and replace with "Coordinator (or nominee), Branch Treasurer, Equalities Officer and three members elected by the Branch Committee. - NOTE: In Recruitment and Selection processes a panel member must have evidenced they have gone through appropriate training."

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

#### 10. Rule C.1 Preamble

In second paragraph, delete "The Committee will elect from its body a Shop Stewards Convener and two Vice Conveners, one representing APT&C members and the other Manual members. Where a department consists entirely of APT&C, Manual or Craft workers, only one Vice Convener will be necessary." and replace with "The Committee will elect from its body a Shop Stewards Convener and a Vice Convener."

In seventh paragraph, delete "(e.g. Community Education, Residential Care etc)"

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

#### 11. Rule C.2 Shop Stewards Committee Meetings

In Point 5 b), delete "Guide negotiations with Departmental management, in consultation with Branch Co-Ordinator and Conveners, SC Officers and other Shop Stewards Committees where necessary" and replace within "Guide negotiations with departmental management having

*Continued on page 21*

*Continued from Page 20*

sought, where appropriate, advice/participation from Branch Officers and /or other committees involved in the subject matter.”

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

### **12. Rule C.4 Election of Shop Stewards**

Add new point 3 as follows and renumber following points. “3. In the event of a workplace meeting or ballot not taking place, details of any nominees along with an explanation should be forwarded to the Branch Secretary by the Departmental Convener. Such instances will be referred to the Branch Committee for their consideration and decision”

In existing Point 3,

after the word “for” in the first line, add “representation purposes”.

Delete “and have returned the duplicate to the branch office” and replace with “, returned the duplicate to the Branch Office and have undergone any statutory training requirements.”

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

### **13. Rule D Branch Organisation**

Delete first paragraph beginning “Separate structures...”

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

### **14. Rule D.2 Branch Committee - Structure**

2 d) In first line Delete “Lesbian and Gay” and replace with “Lesbian, Gay, Bisexual and Transgender Group”

In fourth line, Delete “Lesbian and Gay group” and replace with “Lesbian, Gay, Bisexual and Transgender Group”

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

### **15. Rule D.4 Service Conditions Team**

4 d) Delete “(prior to the Service Conditions Committee)”

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

### **16. Rule D.5 Equalities Sub-Committee**

5.4 Delete “within the authority”

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

### **17. Rule D.6 Health & Safety Sub-Committee**

6.1 b) Delete “(1 APT&C and 1 Manual or Craft)”

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

### **18. Rule D.7 Education & Communications Sub-Committee**

7.3 e) Delete “10 times a year is the guideline” and replace with “supplemented by newssheets as appropriate”

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

### **19. Rule D.10 Self Organised Group Structures**

10.1 Delete “lesbian and gay” and replace with “lesbian, gay, bisexual and transgender”

10.4 Delete “without reference to the Branch Committee” and replace with “through mechanisms put in place by the Branch Equalities Officer on behalf of the Policy and Finance Committee,”

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

### **20. Rule D.13 Self Organised Group Structures**

10.1 Delete “lesbian and gay” and replace with “lesbian, gay, bisexual and transgender”

10.4 Delete “without reference to the Branch Committee” and replace with “through mechanisms put in place by the Branch Equalities Officer on behalf of the Policy and Finance Committee,”

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

### **21. Rule D.14 Retired Members Section**

Delete “D.5” at end.

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

### **22. Rule E.1 Branch Officers**

1a) Delete “19, 20 and 21” and replace with “19-22”

1b) Delete “14, 19, 20 and 21” and change “E20” to “E21”. Delete all instances of “APF” and replace with “Labour Link”.

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

### **23. Rule E.2 Role of Branch President**

1. Delete “more hands on branch role” and replace with “direct involvement in branch affairs as required”

2 ) Delete “and” and replace with “and/or”.

4. Delete all and replace with “He/She will be a member of the Service Conditions Team and will chair relevant meetings. He/She will convene meetings as required of the Team outwith their regular meetings”

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

### **24. Rule E.8 Role of Branch Equalities Officer**

3. Delete “Will convene and attend monthly meetings of the Equalities Sub Committee” and replace with “Will convene and attend bi-monthly meetings of the Equalities Sub Committee” .

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

### **25. Rule E.10 Role of Branch Service Conditions Coordinator**

In third paragraph delete “Conveners” and replace with, “Convener” .

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

### **26. Rule E.11 Role of Branch Service Conditions Conveners (3)**

Rename Rule as “Role of Branch Service Conditions Convener”

Delete Point 1 and replace with “The Service Conditions Convener will work in conjunction with the Branch Service Conditions Coordinator as well as addressing general Service Conditions demands. The postholders’ activities will include the following: in addition to substituting for the duties of the Service Conditions Coordinator as required:-” .

Delete Point 2.

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

### **27. Rule E.12 Role of Branch Service Conditions Officers (4)**

Delete “(4)” in title and replace with “(5)”

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

*Continued on page 22*

## Minutes of Branch Meetings (continued)

*Continued from Page 21*

**28. New Rule E.13 Role of Branch Service Conditions Convener, Craft Workers**

Add new Rule E.13 "Role of Branch Service Conditions Convener, Craft Workers. The postholder will fulfil the same role as a Branch Service Conditions Officer but will take a lead role in all matters relating to members contracted to Craft Workers Terms and Conditions of Service."

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

**29. Rule E.13 Role of Branch Communications Officer**

2 a) Delete "(10 issues are recommended and at least not less than 6 times a year)" and replace with "supplemented by targeted newssheets"

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

**30. Rule E.16 Role of Branch Education Officer**

Add new point "h) providing support for shop stewards and shop stewards' organisation in the Branch"

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

**31. Rule E.21 Role of APF Officer**

Delete "APF" in title and throughout and replace with "Labour Link"

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

**32. Rule F.21 Representation of members in Service Conditions Issues**

In Point 4 delete "the Authority's" and replace with "an Employer's"

In Point 6 delete "Conditions of Service Convener" and insert "Service Conditions Coordinator"

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

**33. Rule G.6 Branch Meetings**

Delete first paragraph and replace with "There will be an Annual General Meeting of the Branch"

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

**34. Rule H.4 Order of Business**

Delete H.4.6 (h) and (i) and replace with "(h) Branch Service Conditions Convener" and renumber following paragraphs.

In existing Rule H.4.6 (k) delete "(4)" and insert "(5)" and delete "at least two" and insert "at least three"

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

**35. Rule H.8 Notices of Motion**

Add at beginning "Motions may be proposed by any two members, the branch committee or a properly constituted shop stewards committee or self organised group."

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

**36. Rule H.9 Amendment to a Motion**

Delete all and insert

"9.1 Amendments may be proposed by any two members, the branch committee or a properly constituted shop stewards committee or self organised group. An amendment to a motion shall be submitted, in writing, to the Branch Secretary not less than 3 days prior to the start of the meeting and will be moved, provided the amendment:-

a) is relevant, competent and intelligible as regards the proposal it is intended to amend;

b) does not alter the motion in such a way as to make it virtually a new motion;

c) does not imply mere negation;

9.2 When an amendment to a motion is moved, no further amendment may be moved until the first one is disposed of, subject to 9.3 below.

a) When an amendment is defeated, a further amendment may be moved to the original motion.

b) When an amendment to a motion is carried, the motion, as so amended, shall become the substantive motion, to which a further amendment may be moved.

c) A member shall not move more than one amendment to any one motion, nor shall the mover of a motion move any amendment to such motion.

9.3. Where, in the view of the Chairperson of the meeting, separate debates on specified motions and/or

amendments dealing with the same subject matter would lead to undue repetition in the debates, a grouped debate and/or sequential voting may be adopted by the meeting.

The following procedure will be followed:

a) The Chairperson will advise the meeting of the order of business and of the sequence in which motions and amendments will be moved and voted on following a general debate, and of the effect of certain proposals on others.

b) All motions and amendments included in the debate shall be moved.

c) The general debate shall take place.

d) The Chairperson shall again state the order of voting and shall advise the meeting which, if any, motions or amendments will fall if others are carried.

e) Voting will take place on motions, preceded by relevant amendments, in the order in which they were moved."

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

**37. Rule H.19 Elections**

Delete all and insert

"\*19 Nominations for Office-Bearer posts must be made by any two members or a properly constituted shop stewards committee and, except in the case of job-share nominations, they may make only one nomination for any individual post. Nominations must be submitted at least 21 days (11 days in respect of Departmental elections) before the meeting and should carry the signature of the two nominators or, in the case of a nomination from a shop stewards committee, the signature of the convener of that committee with a copy of the relevant minute. All nominations shall be confirmed by the Branch Secretary with the nominated individual(s).

\*19.1 Any Branch Officer vacancies following or arising after the AGM may be filled by the Branch Committee. In such case the 11 day timescale for nominations will apply."

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

**38. New Rule H.20**

Insert new Rule 20 as follows: "\*20. Job-share nominations may only be made with the prior agreement of the

*Continued on page 23*



*Continued from Page 22*

candidates concerned and, if a vote is required, they will be voted upon as if they were one candidate.” and renumber following paragraphs.

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

### 39. Existing Rule H.23

In 23(2) add “and the terms of the motion to be debated.” at end.

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

### 40. Existing Rule H.25

Delete “23 (2)” and replace with “24 (2)”

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

## 10. POLICY MOTIONS

### 1. Council Review Procedures - Potential Libraries' Action

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

The meeting views with concern the manner in which the council is now using Review Procedures as a means to impact on terms and conditions and continuing employment rights. This has been highlighted by the recent review of the Library Service with Services for Communities.

During this exercise management have strived to enforce their contention that all current posts have been deleted and replaced with new posts for which individuals would have to apply for and undergo full recruitment and selection processes including interview. They also contend that as all posts are ‘new’ they can apply different terms and conditions.

This meeting agrees in the strongest terms this is an unacceptable approach to organisational change and that we will seek union support at all levels to oppose such actions.

At this time we commit ourselves to support our colleagues in the Library Service by any means required up to and including industrial action.

#### Amendment to Motion 1

*Proposed: Amanda Kerr (Services for Communities) Seconded: Jill Marple (Services for Communities)*

Begin third paragraph as follows:-

“We welcome management’s recognition of our members’ concerns

and that purposeful negotiations are now ongoing to facilitate a mutually acceptable review outcome.”

Delete last paragraph and replace with

“We call upon Branch Officers to negotiate a corporate protocol for the assignment and matching to posts affected by review processes.”

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

### 2. Home Care Cuts and Privatisation

*Proposed by Health & Social Care Shop Stewards Committee*

This AGM notes that cuts and privatisation of our Home Care services continues. The department of Health & Social Care envisage that 75% of Home Care will be delivered by the private sector within 5-6 years. At present this is approximately 55%.

This is being implemented alongside a policy of “re-able” where some service-users are given an in-house service for 4-6 weeks after which their care may be cut and privatised. The policy of re-able is that people are helped to be as independent as possible.

No-one would argue with this as a theory. However, we have serious reservations that it is being used as a justification for cuts and privatisation.

In November 2007, a campaign was set up to publicly campaign against this. Since then, our evidence - and we have plenty - bears out our concern; namely that service-users are not receiving the quality of service they previously had and staff are under unbearable pressure to deliver basic services.

Much is made to Councillors of the lower costs of the private sector. But we know this isn’t the whole story. Often when they have a large section of the work, they increase their prices. Staff tend to be very low paid, don’t enjoy fair conditions and stay for only a short time. This reflects badly on the quality of care delivered.

We ask this AGM to affirm its continuing support for this campaign and its opposition to cuts and privatisation. We also recognise that many Council sections and departments face cuts and privatisation. We actively support all struggles, campaign, etc against these and hope we can give support and

strength as necessary.

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

### 3. Underfunding of Children’s Services

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

This branch welcomes the various UNISON responses to the aftermath of the death of ‘Baby P’ and to the second Laming inquiry. While these responses focus primarily on children’s services in England and the legal context (for example, the Children’s Hearing system) is different in Scotland, this branch believes that many of the problems identified are common across all social work services.

These include:-

1. Continuing chronic underfunding of children’s services, both locally and nationally. In 2006/7 Scottish local authorities spent an average of 70% over the Scottish Government’s Grant Aided Expenditure on children’s services. This has not changed materially since the ‘concordat’ between the Scottish Government and the Convention of Scottish Local Authorities and in many areas the pressures on funding have hugely increased.

2. Unrealistically low staffing levels and continuing vacancies. In real terms, front-line qualified staff in children and families social work have been cut despite the increased pressures and expectations on social work.

3. An ‘inspection culture’ which focuses on achieving often meaningless targets while ignoring whether expected standards can be achieved within the resources currently allocated. This leads to priorities being set on bureaucratic indicators rather than real practice outcomes.

4. A focus from the Scottish Social Services Council which concentrates on sanctions against practitioners while failing to exercise any meaningful sanctions related to its other duty of ensuring employers deliver on their side of the codes of conduct, including providing adequate resources.

5. An increase in the time front-line staff are having to spend on recording

*Continued on page 24*

## Minutes of Branch Meetings (continued)

*Continued from Page 23*

data primarily for statistical purposes, often related to inspections, at the expense of direct service-user contact. The problem is increased by the lack of admin support.

6. A growing managerialist approach which fails to support front-line staff and acknowledge their crucial task of working with intense and complex situations.

7. Increasing and unmanageable caseloads.

These issues, among others, have led to a general feeling throughout the workforce that the system is unsafe. Practitioners are justified in believing that they will be held responsible for any tragedy irrespective of whether they were adequately supported or resourced.

While it is unrealistic to expect no child will ever come to harm, it is realistic to expect that the government and local authorities should face up to their responsibilities to adequately resource children's services.

This branch therefore calls for:-

1. A continuing campaign to expose the resource crisis in children's services involving research into caseloads and practices and regular publicity on the issue to ensure that the public and decision-makers are made aware of the seriousness of the situation.

2. A national review of staffing and caseloads which recognises the complexity of the service and real time required to fulfil the task.

3. A governmental and local authority strategy that owns up to the problem and sets out a plan to invest in front-line Children and Families social work at a level that makes the task realistic. This should involve the trade unions and other stakeholders.

4. Call on UNISON to co-ordinate meetings of members and workshops/conference as necessary to continue the process of gathering evidence of the difficulties faced by front-line Children and Families social work staff.

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

#### 4. The Next Pay Claim - Members' Involvement

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

This AGM welcomes the UNISON Scottish Local Government Committee review of the 2008 Pay Campaign, called for by this Branch, which will look at:-

1. Lessons from the claim itself and how it developed
2. Lessons from the joint union campaign
3. An analysis of communication and leadership issues
4. Implications for future collective bargaining.

This AGM believes that any claim must address low pay and is best united around if members can play a full part in deciding the claim themselves.

This AGM therefore instructs Branch Officers to mount a major consultation exercise after the review is published in April 2009 to give all members a say in the next pay claim and campaign.

As well as usual workplace meetings, the consultation should involve new ways of involving members, for example, a website forum, surveys, small groups, workshops and other ways of ensuring as many members as possible have their say.

#### Amendment to Motion 4

*Proposed: Marlyn Tweedie (Health & Social Care) Seconded: Mary McCrea (Health & Social Care)*

Add the following at the end:-

"This AGM supports a flat-rate pay increase. It therefore instructs the delegates to this year's Scottish Local Government Conference to argue for a flat rate increase as a basis for future pay claims starting from 2010".

#### Amendment lost

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

#### 5. Car Mileage Rates

*Proposed by Irene Stout (Services for Communities), Mike McCrossan (Service For Communities)*

This meeting considers the removal of Essential Car Allowance payments has been to the detriment of members of staff who, in the interests of their services to the community, require access to personal transport.

There is no doubt that if members, individually or collectively, decide that it is no longer in their interest to provide a vehicle on a casual basis to fulfil their responsibilities there would be an impact on service provision.

It is clear that employers have now settled upon localised arrangements based on casual payments with Inland Revenue guidelines being generally applied.

This meeting supports branch officers in seeking upgraded mileage payments given the Inland Revenue guidance has not been updated for several years.

It notes that action on car mileage rates was agreed at National Local Government Service Group Conference 2008 and supported by this Branch. This AGM instructs Branch Officers to seek an urgent update on progress on this.

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

#### 6. Equalities Commission

*Proposed by Irene Stout (Services for Communities), Dot Paterson (Health and Social Care)*

This meeting welcomes the principles of the Equality Bill which was referred to in the Queen's Speech in December 2008 and which will be the subject of consultation during spring 2009.

Whilst recognising the intent of reinforcing fairness in society we consider that the principles highlighted to date are high on rhetoric but low in substance. We view it as essential that the widest possible involvement of UNISON is essential if we are to represent fully the interests of our members in legislative amendments which will impact both within their employment and within their personal lives.

We therefore call upon UNISON Scotland to call a seminar involving all stakeholders with a view to taking forward a consensual response during the consultation period. It is also essential that we strive to ensure maximum media coverage on the contents of that submission.

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

#### 7. Stewards Accreditation

*Proposed by Dot Paterson (Health and Social Care), Irene Stout (Services for Communities)*

*Continued on page 25*

*Continued from Page 24*

This meeting notes the legislative requirements for the accreditation of Shop Stewards via formalised training programmes. It is of concern that there has been a growing number of instances where management have refused the required time off for training on the basis that service contingencies are paramount.

Such a response restricts the abilities of the union and Shop Stewards to fully represent the interests of the membership.

We therefore call upon the union to seek statutory rights to time off with training for Shop Stewards which would replicate the provisions currently in place for Health & Safety representatives.

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

#### **8. Public Sector Pensions**

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

This meeting condemns the continuing media and political attacks on Public Sector Pensions. Comments from Tory politicians like, "Pensions Apartheid" and "gilt edged" and Lib Dem statements that our pensions are "unsustainable and unaffordable" must be challenged.

The reality is that the average local government pensioner receives only £74 per week. Attacks pensions not only affect the lowest paid, they also add a further tax burden in having to pay additional welfare benefits.

Public Sector pensions are deferred wages. They are paid through workers' contributions and by wage levels that reflect pension costs.

This Branch supports affordable pensions for all workers and believes that any solution should be based on levelling up, making private companies face up to their responsibilities, not cutting public sector pensions.

The campaign to defend our pensions must start now to be ready to challenge politicians in the run up to elections. We therefore call upon the union at all levels to seek comment from politicians from all parties and to highlight responses to our

membership with a view to initiating a campaign to profile the value of public services and the providers of those services.

The union should also mount a media campaign to inform the public of the reality of how our pensions are funded. We also call upon Labour Link to take on this campaign.

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The union should also mount a media campaign to inform the public of the reality of how our pensions are funded. We also call upon Labour Link to take on this campaign.

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

#### **10. Strike Pay - Pension Contributions and National**

#### **Insurance**

*Proposed by John Ross (Services for Communities), Elaine Wishart (Corporate Services)*

This branch supports the principle that selective strike action can be influential in periods of industrial dispute with employers. We recognise that in such situations we are dependent on direct action from specific groups of members rather than the total membership.

In normal circumstances the union would undertake to recompense loss of take-home pay either through payments from the national body and/or supplemented by local finances. It is, however, of concern that current practice does not provide for payment towards employer pension contributions which results in long term loss for those involved in selective action. There are also issues pertaining to National Insurance contributions.

We therefore call upon the NEC to put in place any measures required to maintain pension levels and to consolidate National Insurance contributions for those who take action on behalf of their colleagues.

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

#### **11. Climate Change Concerns Action**

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

This meeting recognises the need for urgent action to be taken to address the damage Climate Change is causing to our planet.

#### **Workplace activities and negotiations:**

We call upon our branch/our employer/our union to immediately implement a range of measures to address the environmental devastation being caused by Climate Change.

We will initiate joint environmental committees and call for and seek to negotiate joint climate change action plans/green workplace action plans for each employer, department and major workplace.

We will seek to create the role of environmental representative who will

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## Minutes of Branch Meetings (continued)

*Continued from Page 25*

co-ordinate UNISON input into these action plans; accountable to the appropriate local union structures, e.g. Stewards Committees. This role can be taken by existing stewards or H&S representatives; or, where there are joint plans or negotiations with employers to create them, they may be nominated by stewards committees.

We will arrange appropriate training for UNISON representatives to be able to carry this forward. The branch creates an Environmental "steering group" to raise the profile / awareness of environmental issues. It will also consider the option of a future rule change giving formal status to the role of environmental representatives.

We will seek to negotiate facility time and joint training for these activities. We call on the City of Edinburgh Council and other employers to agree a Climate Change Plan with UNISON and to provide funding to invest in proposals which can provide cost-efficient reductions in greenhouse gas emissions.

#### **Campaigning**

We aim to increase campaigning activity in the coming year, focusing on strong and binding legislation at Scottish and UK levels and at the UN talks in Copenhagen. As well as agreement on targets for emissions reductions UNISON should campaign for:

The UK and Scottish government to produce realistic conversion plans for the achievement of these targets within their own economies; and to immediately change current policies which are inconsistent, e.g. on aviation expansion, road building. A duty on all publicly-funded bodies and major private employers to consider climate change in all decisions and report on progress annually, with negotiated green workplace agreements.

A binding international treaty which requires developed countries to meet stringent emission reductions targets, a financial mechanism to support developing countries in: implementation of their plans and programmes for adaptation to and mitigation of climate change, and which subordinates other international bodies like the WTO and IMF to the

objective of an environmentally sustainable and just development of the world economy.

We aim to organise a city wide campaign involving as many groups etc including e.g. Trades Council to build for the Scottish Climate Bill rally on 22nd April 2009 at the Scottish Parliament.

We will participate in activities aimed at maximising public mobilisations around the Copenhagen Treaty and the talks leading up to it.

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

#### **12. Welfare of all Children Paramount**

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

This AGM notes with pride that a motion from this Branch has resulted in a Scottish UNISON/BASW Guide on supporting Asylum Seeker and Unaccompanied/Separated Children and ultimately a UK UNISON Guide - both to support our Social Work members in ethical practice.

It restates the principle that children living in Scotland have the same rights under Scottish legislation irrespective of their immigration status and the local authority has the same duty towards them.

While much has yet to be done, this Branch welcomes the results of the wider campaign which include:-

1. Leave being given to 1,100 families to remain in Scotland
2. A 'lead professional' to ensure children's welfare is addressed
3. An inspection process for immigration services
4. A requirement for immigration staff dealing with children to be Disclosure checked
5. The 'welfare of the child' principle being included in Home Office Guidance
6. Forthcoming legislation which will impose a statutory duty of the 'welfare principle' on immigration services.
7. The removal by the UK Government of its reservation from the UN Convention on the Rights of the Child.

This branch pledges continuing support for the work on this campaign.

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

#### **13. Edinburgh World Justice Festival 21-23 May 2009**

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

This meeting agrees to support the Edinburgh World Justice Festival in 2009. It welcomes the sponsorship of the Festival in 2008 by UNISON Scotland and calls for this arrangement to continue in 2009.

It believes that the Festival should be an opportunity for raising the public profile of pressing issues relating to social and environmental justice world-wide and that it should be an opportunity for dialogue with organisations and activists from across the world. In order to enable their messages to be heard we urge that UNISON works with the EWJF to organise a high-impact launch event which will use video-conferencing and related technology to achieve these objectives.

#### **Referred to Branch Committee**

#### **14. A Response to the Crisis**

*Proposed by Luke Henderson (Services for Communities), Rory Gardner (Services for Communities)*

This Branch recognises that the economic crisis which is unfolding round the world will have a massive impact on working people and their families.

The crisis is showing that the market left to itself is not a self-regulating system but is prone to disruptions which now threaten millions with the loss of their jobs, homes, and pensions.

The key issue is who will pay for the crisis. While billions of public funds have been promised to bail out the bankers unemployment has risen steeply and the government has done little in practice to help workers being laid off through no fault of their own.

There will be attempts however to shift the blame away from the millionaire Chief Executives in

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banking and finance. Already the mouthpiece of big business the CBI has tried to create hostility amongst workers in private firms by claiming pensions in the Public Sector are a drain on resources.

In contrast this Branch agrees with the statement by UNISON General Secretary Dave Prentis on 3rd December that: 'It's the workers, vulnerable people, pensioners, and people living on benefits who pay the price of the crisis.'

This Branch believes firstly therefore that UNISON nationally must demand that the government:

(1) ensures that banks and businesses that are bailed out with public funds are nationalised under genuinely democratic control as part of a planned approach to deal with the crisis;

(2) imposes a windfall tax on the energy multinationals and uses it to tackle fuel poverty;

(3) instructs the banks in receipt of public funding to cease house repossessions;

(4) launches a nation-wide house building programme to bring construction workers back into employment and solve the crisis of homelessness

5) Embark on real investment across the public services to boost the economy and build and maintain the infrastructure to speed up the recovery process.

This Branch believes secondly that UNISON must act in a concerted way at all levels with other trade unions in the private or public sectors to defend workers under threat by:

(a) supporting workers taking action to defend their jobs, pay, conditions, or pensions;

b) proposing that the Edinburgh Trades Council launch an Anti- Cuts Campaign and makes the annual May Day rally a focus for a united fight back;

(c) calling on the Scottish Region of UNISON to work with STUC to plan a day of solidarity between unions in defence of workers jobs, conditions, and rights;

(d) call on the British TUC to organise a Day of Action and a National Demonstration.

#### **Amendment to Motion 14**

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

Insert new para after fifth paragraph:-

This branch rejects the attacks on the

public sector by business leaders who are trying to divert the blame from their own excesses and mistakes. The fact is that investment in public services is needed to boost the economy as well as to meet the increasing demand as people turn to those public services to help them cope with the recession.

Delete Point 3) and replace with:-

(3) instructs the banks who have received public funding to adopt a socially responsible approach and avoid house repossessions through mortgage breaks and other strategies;

Delete point d) and replace with:-

(d) call on UNISON to work with the TUC and STUC to promote these policies and organise whatever demonstrations or events are required to support them.

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

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 decision and action.

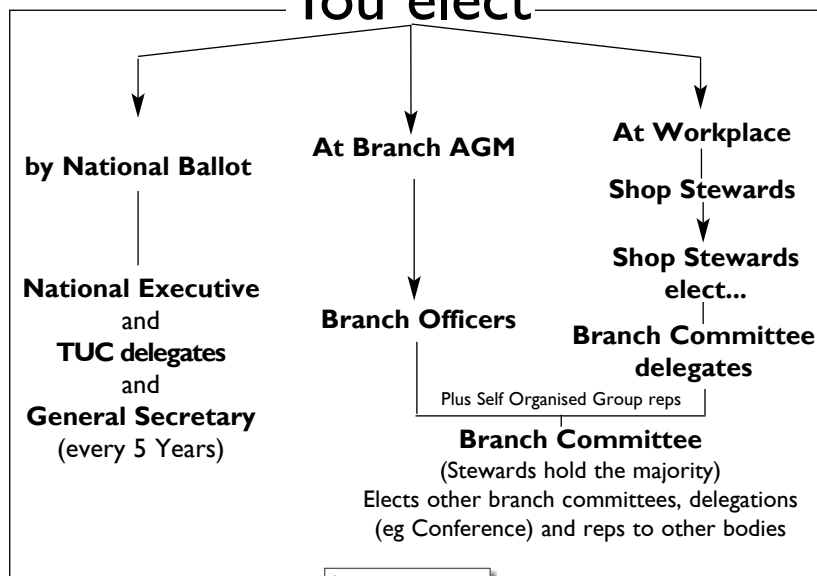
# Making your VOTE COUNT

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.**

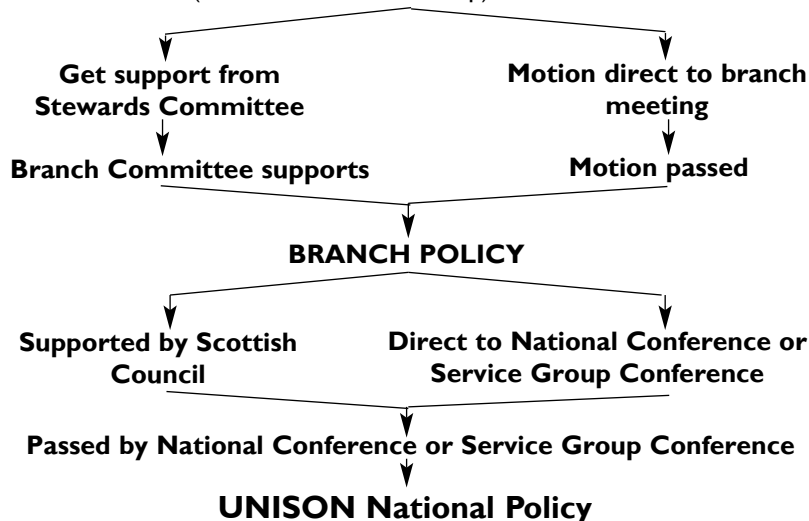
The structures which branch members have set up will no doubt develop through experience to meet the branch's needs.

## You elect



## 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, is well in place but fair representation for APT&C, Manual & Craft and low paid workers will have to change in light of Single Status.

## 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.





## Did you know about these UNISON benefits?

See more at [www.unison.org.uk/benefits](http://www.unison.org.uk/benefits)

### UNISON Welfare (registered charity 1023552)

A unique service providing support for UNISON members and dependants at times of special need. City of Edinburgh Branch also has its own charitable fund 0131 220 5655

### Legal advice

UNISON provides legal advice and services, including free assistance with problems at work and an extended package of legal services for members and their families. Helpline 08080 864766 [www.unison-scotland.org.uk/legal.html](http://www.unison-scotland.org.uk/legal.html) Employment Related Help 0131 220 5655

### Exclusive low prices for home insurance

And special rates for travel insurance. 01438 761790 [www.uia.co.uk/UNISON](http://www.uia.co.uk/UNISON)



### UNISON Travel Club

Exclusive travel club savings and value added benefits.

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[www.unisontravelclub.co.uk](http://www.unisontravelclub.co.uk)

### Frizzel

Cheaper Car Insurance for 'green' UNISON members.

0800 756 8170 quoting reference AWEB

[www.frizzell.co.uk/unison](http://www.frizzell.co.uk/unison)

### Britannia Building Society

Mortgage provider for UNISON members 0800 778888

[www.britannia.co.uk/home/unison](http://www.britannia.co.uk/home/unison)

Your home may be repossessed if you do not keep up repayments on your mortgage

### Croyde Bay Holiday Village

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### Britannia Rescue

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[www.britanniarescue.com/affinity\\_partners/unison](http://www.britanniarescue.com/affinity_partners/unison)

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## AGM AGENDA 2010 AND ANNUAL REPORT

