

Annual General Meeting, Wednesday 22 February 2012,  
6-8pm, Queens Hall, Clerk Street, Edinburgh.

## Supplementary Agenda

### 1. Annual Report errata

Page 1 Calling Notice: References to 2011 should read 2012. This is corrected on the version of the report on the website.

Page 17 Communications report final paragraph: "Monica, Julie and Eileen", should read, "Monica, Julie, Nicky and Eileen".

### 2. Agenda Item 7: Election of Branch Officers

Due to national rules, an Unemployed Member cannot hold office in the union. However, with NEC permission, a Retired Member can stand. The candidate for the posts of Vice-Chairperson and International Officer has been clarified as a Retired Member and depending on an NEC response, the posts will either be filled at the AGM or referred to the Branch Committee.

### 3. Financial Report

Due to printing timescales, the Financial Report was circulated separately from the full AGM booklet. It has been posted on the branch website and is on page 4 of this Agenda.

### 4. Amendments to Motions and Emergency Motions

Amendments to motions received by the closing date and any Emergency Motions received are printed below.

### 5. Election of Branch Officers: Biographical details.

Biographical details (limited to 250 words) which have been received by the deadline from candidates standing in contested posts are printed on Pages 2 and 3.

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## Amendments and Emergency Motions

### Sickness Absence Policy

Negotiators will give an update on talks so far before the motions on this topic are heard.

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### Amendment to Motion 10. Labour and trade union voice for the alternative

*Proposed by Branch Committee*

In third paragraph, delete "main parliamentary opposition" and insert "Labour parliamentary leadership".

In third paragraph, line 3, delete "unable" and insert "unwilling".

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### Emergency Motion 1. Use of Consultants

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

This Branch notes that it became clear on 15 February 2012 that the City of Edinburgh Council has engaged external consultants to

review home care administration of medicine systems only months after the protocol was put in place.

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

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

1. Instruct branch officers to research in what areas and how much the council is spending on consultants
  2. To seek urgent talks with the Council on reducing expenditure on consultants and focussing public funds on public services
  3. To raise the issue of consultants in any discussions on council-union partnerships to protect services.
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## Lifelong Learning Officer: Candidates' biographical details

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### David Hop (Health and Social Care)

Currently working the Community Equipment Service

2005-2010 Supported Employment Team

Membership with Unison from 1997 to present, Shop steward 1997-2000, Branch committee 1997-2000, Branch service Conditions Committee 1998-2000, Branch Health and Safety Rep 1998-2000, Scottish Committee 2000-2003, Scottish Council 2000-present

Unison National Black Members Conference 2000-2003, 2009, 2010 Unison National Disabled Member Conference 2003-present, STUC Black Workers Conference 2000-2003, 2008, 2009, 2010 STUC Disabled Workers Conference 2003- present, TUC Shop steward 1&2, TUC Health and Safety 1, Membership with BECTU 2007-08, BECTU Disabled Members Committee 2007-08, BECTU National Conference 2008, 2009, Elected to the following on the Scottish Black Member committee, Membership Officer, Budget Officer and Secretary. On the Scottish Disabled Members

Committee Budget Officer, Vice Convenor of the Stewards Committee and Senior Steward

Equalities Committee, Scottish Learning and Organising Committee 2004, Scottish International Committee 2004. I also attend various from the Scottish committee, STUC Congress 2000, Elected on the STUC General Council Black Members Committee and to attend the congress 2002-03, Edinburgh Trades Union Council 2000-04 Unison Scottish Labour Link Committee 2000- present.

Currently I am the Admin for the Lothian Employability Forum and I am the Treasurer for the City Labour Party and Edinburgh Co-op Party. From 2006-2012 I was the treasurer for West Edinburgh Labour Party.

Scotmid Members Relation Committee 2003-2007. Co-op Area Committee Lothian and Borders 2010-2011.

Dundee Housing Association Management Committee, Stenhouse Community Council.

### John Player (Children and Families)

I was first elected as a NALGO steward in 1986 while working for Strathclyde Regional Council, and undertook shop stewards' training at Edinburgh Stevenson College Trade Union Annex. During this period I helped represent members and involve NALGO in community campaigns including the Anti-Poll Tax movement. I worked with trade unionists in BREL (British Rail Engineering Limited) Springburn Works to devise social accounts to stop redundancies.

In 1989 I joined a group of community workers in Edinburgh Council for Social Services called TWIN (Tenant & Workers Information Network) that was committed to developing links between the Labour Movement and local communities, including the Edinburgh Employment Rights Campaign.

In 1993 I took an issue-based community development post in Wester Hailes with the Community Education Department and was elected as UNISON shop steward in my first year in the post.

I have since been elected to the Branch Committee by the Children and Families Shop Stewards Committee. (CFSSC) I have represented many members in a variety of disputes with considerable success.

In 2011 I was elected as the Lifelong Learning Officer by the CFSSC and. subsequently undertook training in the Union Learning Representative (ULR) course at Stevenson College. I intend to create a network of ULR's throughout the Branch, and have liaised with the Workers Education Association and the STUC to begin to create a Lifelong Learning programme.

Since 1986 I have been a part-time student with Edinburgh University and the Open University, graduating as a Doctor in Education in 2010

## Equalities Officer

### Candidates' biographical details

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#### **Malcolm Parnell (Children and Families)**

I am a Community Learning & Development Worker with over 25 years experience. I am passionate about equalities issues as a result of personal experience- I am disabled, am a parent of mixed race children and now increasingly becoming familiar with age discrimination. While we might have won the moral argument that that we should all be treated equally and with respect, we are a long way from implementing fair and equal treatment for all.

I have been a trade unionist all my working life and have been a Unison shop steward for well over 10 years. I have taken on cases with disability or potential race aspects and was successful in persuading Unison Scotland to take aspects of a review to the Equality and Human Rights Commission.

I have an excellent understanding of equality legislation and have developed a good working

knowledge of how everyday forms of prejudice and discrimination can and do impact on Unison members. As a local authority employee I have had a variety of equality roles:

- Multicultural Anti-racist Co-ordinator in West Lothian
- Served on the Stephen Lawrence Macpherson Implementation Group with L&B Police
- Member of the Additional Support for Learning Working Group
- Lead on diversity & Inclusion for the Adult Education Programme
- Led on Equality Impact Assessment work

My knowledge of the law and employment rights, of how discrimination can operate in the workplace combined with my personal commitment to the issues makes me an ideal candidate for this post.

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

Statement of Income and Expenditure  
for the period ended 31 December 2011

<b>INCOME</b>	<b>2010</b>	<b>2011</b>
Bank Account Interest	£ 850.80	£ 1,752.43
Branch Retention	£ 276,891.77	£ 319,898.32
Subscriptions-Members	£ 2,011.48	£ 1,784.25
Subscriptions-Retired Members	£ 1,394.80	£ 955.00
Subscriptions-Unemployed Members	£ 20.00	£ 136.00
Other income	£ 0.00	£ 3,275.46
<b>TOTAL INCOME</b>	<b>£ 281,168.85</b>	<b>£ 327,801.46</b>
<b>EXPENDITURE</b>	<b>2010</b>	<b>2011</b>
Affiliations-Conf/Meet/Rallies	£ 461.10	£ 1,241.70
Affiliations-Donations	£ 20.00	£ 650.00
Affiliations-Subscriptions	£ 1,003.50	£ 998.25
Bank Charges	£ 31.76	£ 15.00
Black Members SOG	£ 175.00	£ 184.28
Branch Meeting Expenses	£ 10,740.75	£ 11,022.88
Casework Expenses	£ n/a	£ 177.50
Cleaning	£ 3,015.39	£ 2,082.10
Disabled Members SOG	£ 0.00	£ 610.04
Education-Fees	£ 3,370.00	£ 985.60
Education-Travel & Subs	£ 1,225.90	£ 1,223.41
Electricity	£ 7,335.87	£ 4,574.15
Gifts and Donations	£ 0.00	£ 1,709.14
LGBT SOG	£ 512.70	£ 279.10
Library	£ 140.00	£ 1,750.02
Miscellaneous-Conf/Meet/Rallies	£ 2,588.76	£ 3,595.26
New Office Expenses	£ n/a	£ 40,071.23
Miscellaneous-Donations	£ 650.00	£ 210.00
Office Bearer Expenses	£ 11,614.88	£ 7,175.49
Office Expenses	£ 15,450.21	£ 23,176.14
Photocopying	£ 1,341.33	£ 1,495.75
Postages & Telephones	£ 25,091.82	£ 18,703.14
Printing & Stationery	£ 25,314.92	£ 13,512.70
Printing and Reproduction	£ 0.00	£ 1,243.52
Publicity & Recruitment	£ 10,487.57	£ 7,339.18
Rent & Rates	£ 21,948.25	£ 45,079.30
Retired Members Section	£ 591.40	£ 1,537.15
Scottish Region Expenses	£ 2,501.96	£ 871.50
Staffing Costs	£ 85,519.01	£ 73,483.27
Stewards Expenses	£ 2,242.48	£ 1,536.16
Subscriptions to Headquarters	£ 2,031.48	£ 1,935.62
Unison-Annual Conferences	£ 10,783.86	£ 5,006.20
Unison-Conf/Meet/Rallies	£ 16,046.53	£ 8,768.03
Unison-Donations	£ 500.00	£ 950.00
Welfare	£ 170.37	£ 0.00
Womens SOG	£ 0.00	£ 0.00
Young Members SOG	£ 0.00	£ 150.00
<b>TOTAL EXPENDITURE</b>	<b>£ 262,906.80</b>	<b>£ 283,342.81</b>
<b>TOTAL INCOME</b>	<b>£ 281,168.85</b>	<b>£ 327,801.46</b>
<b>TOTAL EXPENDITURE</b>	<b>£ 262,906.80</b>	<b>£ 283,342.81</b>
<b>SURPLUS/ (DEFICIT)</b>	<b>£ 18,262.05</b>	<b>£ 44,458.65</b>

The Branch finances remain healthy with a surplus this year of over £44,000. Some of this is accounted for by a strong increase in subscription income in the latter part of the year. This may well be compensated for in 2012 as membership figures are updated and so a level of caution is advised.

There is a specific budget heading this year to reflect the costs associated with moving to the new office. This will be merged next year with Office Expenses

**Recommendations to AGM**

The AGM is asked to agree the following:

1. Expenditure in setting up the new office should

remain against the General Fund and the money in the Premises Fund should be held over for alterations planned in 2012, new IT systems and a reserve for repairs and contingencies.

2. No transfer should be made this year to the Industrial Action Fund. There is provision to seek approval to make urgent transfers if unexpected circumstances arise.

3. The Branch Treasurer should enter discussion with UNISON HQ with a view to seeking appropriate ways to gain a better investment return on funds held by the Branch.

*John Stevenson*  
Branch Treasurer

**UNISON City of Edinburgh Local  
Government & Related Sectors Branch  
Balance Sheet as at 31 December 2011**

<b>ASSETS</b>	<b>2010</b>	<b>2011</b>
Prepaid Alto Cards	£ 0.00	£ 810.62
Cash in Hand	£ 54.11	£ 4.87
General Fund	£ 83,923.79	£ 125,868.63
Strike/Hardship Fund	£ 145,701.22	£ 147,310.55
Welfare Fund	£ 0.00	£ 0.00
Premises Fund	£ 71,511.81	£ 71,654.91
<b>TOTAL CASH AND BANK ACCOUNTS</b>	<b>£ 301,190.93</b>	<b>£ 345,649.58</b>
Other Assets	£ 0.00	£ 0.00
Total Other Assets	£ 0.00	£ 0.00
<b>TOTAL ASSETS</b>	<b>£ 301,190.93</b>	<b>£ 345,649.58</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>£ 301,190.93</b>	<b>£ 345,649.58</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>£ 301,190.93</b>	<b>£ 345,649.58</b>

We have examined the books and accounts of UNISON City of Edinburgh Local Government & Related Sectors Branch and in our opinion the above balance sheet and income and expenditure account gives a true and fair view of the financial position of the branch at 31 December 2011 and for the period ended on that date.

*Alan Bennett*  
Branch Auditor

*Stuart Mullen*  
Branch Auditor