



- Usher Hall: UNISON action stops redundancies
- Consultation on pay claim
- Unions and Blindcraft work to save service
- Edinburgh housing vote leads the way
- 'Greening' your workplace

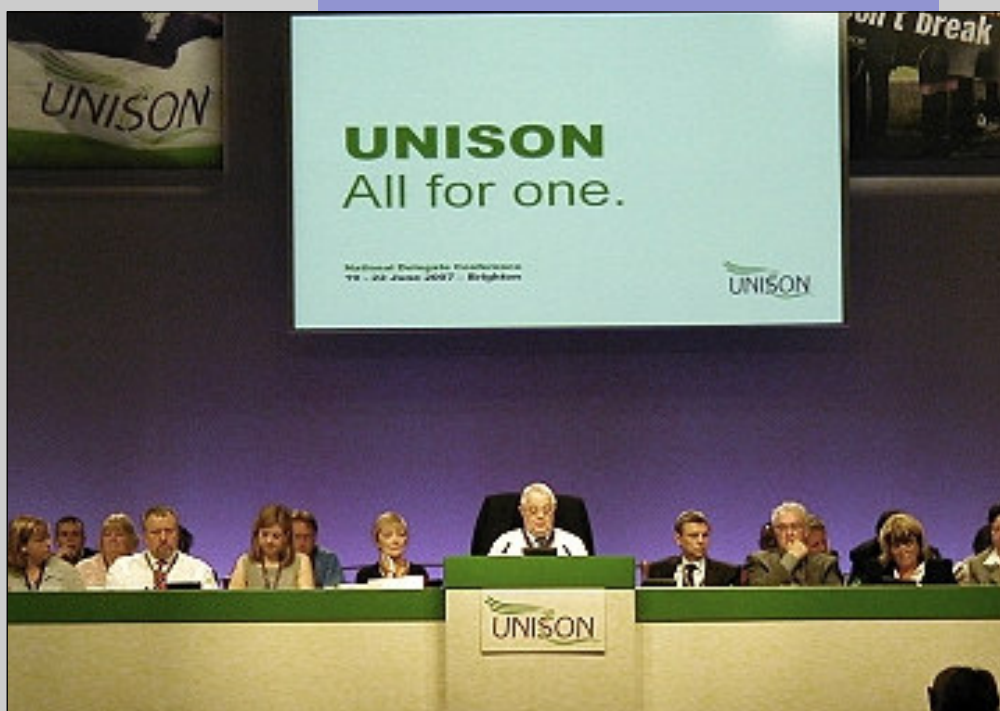
Plus reports on
Edinburgh's
profile at
UNISON's
National
Conference

£10 million in
council cuts

Job evaluation
delayed to 2008

Equal pay claims

Pensions ballot
by Christmas?



For any breaking news and updates, check our website at...

www.unison-edinburgh.org.uk

In Brief

Forth Road Bridge

Discussions ongoing regarding the risk of redundancies if the tolls are scrapped by the Scottish Executive who are still unclear about the future for the staff.

Colleges

Congratulations to Queen Margaret College which is now a university. Discussions are ongoing regarding transfer of staff conditions to Higher Education.

Overtime

Reminder that your conditions state that enhanced payments should be made for overtime and not, as in some areas, putting flat rate time off in lieu in place.

Regrading rights

Members should be aware that, irrespective of job evaluation, they have the right to raise a grading grievance.

District Court move

The transfer of the District Court to the Civil Service has been delayed until 1 April 2008. This is welcomed as it gives us more time to negotiate the terms of transfer.

Community & voluntary sector

The branch are in discussion with UNISON Scotland on how they can help in revitalising organisation in the community & voluntary sector.

For the last few years there has been no active stewards committee in this area.

It is now vital that we re-establish that with the branch having around a 1000 members spread over more than 200 different employers.

Over the coming weeks the branch will be working on an action plan to improve our organisation which is likely to include neighbourhood meetings with all staff in the sector being invited to attend a local meeting with a view to increasing membership and encouraging members to become active their trade union.

If you work in this sector and are interested in helping out with this process please contact Kevin Duguid at the branch office.

Pensions ballot by Christmas with progress on new scheme

Pension talks are still going on but it is hoped to move to a ballot later in the year.

There is broad agreement that the future Local Government scheme should be a final salary one with an accrual rate of 1/60th, although this will depend on final costing.

There is also agreement on improved death in service provisions and partner pensions. There are three main areas that require more work.

Cost Sharing and Governance: COSLA wants a 2:1 contribution rate. UNISON is trying to get full member representation on each fund.

Contribution Rates: There is general agreement on a banding system but more work needs done.

Ill health: "There has also been positive movement in providing ill-health retiral for those who may not be permanently incapacitated but who are unlikely to work gainful-

ly for several years," said Irene Stout, the branch officer who attended a recent update on the talks.

"But there is still work to be done here to avoid dismissals on the grounds of capability".

PS Edinburgh was one of the few councils who did not retain information on the number of people sacked because of capability reasons as opposed to the numbers granted ill-health retiral? Why are we not surprised?

Edinburgh housing victory leads the way

The rejection by Edinburgh council house tenants of housing stock transfer is having an effect on changing national housing policy.

Not only did the Edinburgh vote open the floodgates for 'no' votes in the Highlands, Stirling and Renfrewshire but also the new leader and deputy leader of the Labour Party and the new SNP led Scottish Executive have recognised the need to change the current policy and to loosen the

financial noose around the neck of council housing funding.

Before the ballot a whole host of politicians said that stock transfer was the only method of getting the much needed money to repair and improve council housing.

So when UNISON campaigned for a No Vote we were told by a host of politicians that we were being reckless as there was no prospect of changing national policy.

There is only one thing

UNISON would like to reply to them "We told you so!"

UNISON's recent national conference voted to keep the pressure up and tenants and trade unionists from Edinburgh will be attending the national Defend Council Housing conference in London on July 12.

We want to see new council houses built and to free up enough money so that the necessary improvements can be made so that council estates can become places where people want to live.

Building the 'green' workplace

There is a lot of talk of people being greener by changing their lifestyles and by making changes at home.

But how many of us have tried to make a difference in the workplace? Over half the UK's energy is directly used in the workplace.

UNISON has been pushing a green agenda for work and the UNISON website contains a section called Green UNISON. Here is a sample of some practical things from the site that you and your work mates can do:

- Switch all computer equipment, appliances and machinery off when not in

use for example at lunchtime.

- Take the stairs not the lift-it is often quicker and you'll get fit to. Climbing six flights of stairs a day

could result in a weight loss of nearly 18lbs a year!

- Recycling is great but reducing waste is even better. Print on both sides of paper, don't unnecessarily print emails, re-use envelopes and think about other ways of reducing waste.

- Consider a greener travel



plan e.g. cycling, public transport and walking.

Become a union steward and raise environmental issues at work. For example UNISON stewards at Chesser House recently got an extension for the bike shed and are pushing to increase recycling in the building.

To sign up to UNISON's environment at work network please send an email to greenunison@unison.co.uk

Check out www.unison-scotland/greenworkplace for more details

Luke Henderson

Branch gears up for action against £10million in cuts

As this issue goes to print, we are in the run up to an Emergency Branch Meeting called to tackle the problems of at least £10m in spending cuts in the City of Edinburgh Council

The unions were not advised of the cuts plan and it was only following contact from members that our investigations unearthed this major issue.

Since then there have been meetings with the council's top managers with more to follow.

UNISON made a submission to the Council Meeting asking that the matter be continued to allow full and proper dialogue



"No commitment on redundancies"

George Lee

with UNISON, other council unions and appropriate stakeholders.

"This justifiable request was refused by an alliance of the Liberal Democrat Group, the SNP Group and the Conservatives", said George Lee, Branch Secretary.

The decision to put these financial measures in place will impact on all departments with non statutory services being removed and staffing cuts being implemented.

Redundancy risk

"At this time we have been given no commitment that the cuts can be achieved without compulsory redundancies. It is however clear that, at the

minimum, we can expect a recruitment freeze", added George.

The next Council meeting scheduled for Thursday 23 August 2007 will be considering further detail on these budget reductions and early indications are that the Council will look for even more cuts to allow financial reserves to be built up.

"This is a situation which impacts on all of us and as a branch we need to decide a cohesive and strategic approach to the threats and attacks to our jobs and the services which we proudly provide for the public", said George.

The Branch Meeting is likely to be asked to sanction a lobby, further campaigning and possibly industrial action.

Brakes put on redundancies at Usher Hall

Following hard negotiation and an overwhelming 'yes' vote in a ballot, the threat of redundancies has been lifted at the Usher Hall.

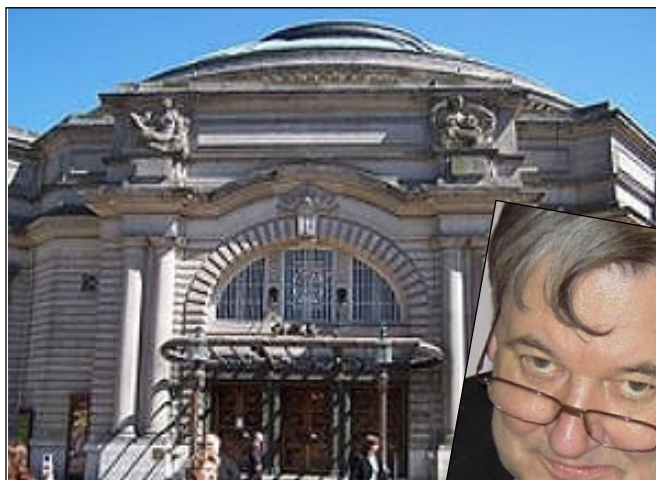
As part of a major arts investment, the council won significant grants topped up by its own money for a major transformation of the Usher Hall over the next 18-24 months. The venue will only open during the forthcoming festival weeks.

Early discussions appeared positive with some staff being kept in a core group to assist the refurbishment and make early preparations for the reopening.

It looked like redeployment would be on offer to others, with the staff group being put back in place when the hall reopened.

"Nothing could be further from the truth", said John Ross, Service Conditions Convenor.

"The union and staff were told any redeployments would be permanent. There



"Many staff were being told they would have to apply for their own current jobs." - John Ross

would be a new staffing structure made up of posts which anyone could apply for.

"Many staff were being told they would have to apply for their own current jobs".

Questions were asked but management said they had no detail on what any new structure would look like.

They refused to accept this would be a 'review' and that the agreements which give staff greater protection should

be followed.

UNISON was forced to carry out a consultative ballot for industrial action against potential redundancies and this won an overwhelming 'yes' vote from members.

"Management were forced to back down we now have agreement that matching processes will be used to place staff in any new structure", said John Ross.

Existing staff will be given

rights for preferential interviews for other posts where they are not directly matched.

Mike Durnan, Corporate Services Senior Shop Steward, said, "This is a victory for commonsense. Firstly, it gives opportunities for those who wanted to work in such a unique environment to continue developing their careers in that field.

"But secondly, and perhaps most importantly, it demonstrates to managers that the union will take whatever measures are required to ensure the application of open and transparent procedures which have been agreed between the employer and the unions."

John Ross stressed "There are still at least 18 months to go to the proposed reopening and I would assure all concerned we will be monitoring this situation as it develops.

"There are still proposals for the creation of a trust and the possibility of outsourcing the ticket sales function along with some of the technical expertise cannot be ignored."

Changes to conditions

The delay in the Pay and Grading negotiations will result in discussions on overtime rates, shift allowances, and so on, also being delayed.

It is unlikely that there will be any firm proposals from Council on this matter until later in the year.

The negotiators' position is that conditions and job evaluation must be dealt with separately and they are taking advice on the possibility of separate ballots.

Local income tax jobs concern

The Scottish Parliament has taken a decision in principle to scrap the Council Tax in favour of a Local Income Tax.

While it is too early to guess what form this will take, the SNP plan was for a national 3% income tax across the board.

The obvious impact would be in the council's Revenue and Benefits Sector and the Lothian Valuation Joint Board where it would be highly likely to result in redundancies.

The less obvious impact will be felt across local government with the implications that this has on council funding.

The SNP's election website admitted the plan could leave them about £750million short of what is currently needed to fund local government.

Add to that the problem of taking decision making about finance away from councils and there is a major worry that services would face huge cuts and perhaps centralisation.

UNISON will be taking these issues up with the new Executive, stressing the need to protect jobs and services - and local accountability.

Deadline for new pay and grading scheme put back to 2008

Pressure brings re-think on job evaluation chaos

Despite the urgent need for a fair and transparent grading system, the council now says it will not be implemented until July 2008.

"While we are frustrated at yet another delay, we are pleased our rejection of the existing plans as 'unacceptable' seems to have led to the council reviewing its position", said John Mulgrew, Branch Service Conditions Co-ordinator.

Job evaluation is part of the Single Status deal signed in 1999. In addition, the law means the council must come up with a scheme that delivers equal pay.

"UNISON has been pushing urgently for a fair deal but the union cannot sign up to anything that is not equality-proofed", added John.

The current proposals would have seen some



"The union cannot sign up to anything that is not equality-proofed."

John Mulgrew

strange gradings with thousands of staff losing money.

The council's reasons for reviewing its position include:

- They need more time to ensure the Job Evaluation scores and outcomes are accurate
- They need more accurate information on current earnings of staff and how these will be affected by the new

pay and grading structure

"During the next few months branch officers will negotiate hard with the council to get agreement on a fair scheme", said John.

The union also hopes to get information about the allocation process.

This is where 'scores' are given to 'profiles' based on job descriptions. The rate for the job will be

based on these scores.

"As this information becomes available there will be all stewards' meetings and information will also be issued to members", said John.

Any final scheme will have to be scrutinised by UNISON HQ with a ballot to follow.

Check the website for briefings as talks progress.

Equal pay campaign gains momentum

The delay in getting job evaluation up and running will affect members who are pursuing equal pay claims against the Council.

Many members will have 'secondary' claims over and above their existing claim.

John Ross, Service Conditions Convener, who is coordinating the campaign said "I don't think anyone anticipated the number of claims and the complexities in following them through.

"We have hundreds of claims arising from our initial exercise with manual

"Union committed to members' rights on equal pay", John Ross

workers and those were only the group who refused the council's bribe of a one-off sum. They have now been joined by colleagues who took the money with the assurance all Job Evaluation talks would be concluded by October 2006"

These claims were submitted for staff such as domestics, home helps and kitchen staff.

The focus is now on putting in cases for hundreds of

low-paid APT & C members. Library Staff and GS1 -3 clerical workers are likely to be in this group

John stressed the branch is committed to putting resources into this campaign and has taken on additional staff to assist in the complex administrative duties.

He said "We may be some way from concluding this campaign but, at all levels, this union is committed to getting members the full package which is rightfully theirs under the Equal Pay legislation."

Consultation starts on 2008 pay claim

UNISON Scotland's Local Government Committee has now issued timescales for their Pay Consultation talks for the creation of a pay claim linked to 1 April 2008.

The consultation document along with some background papers have been passed to local stewards who can be contacted for information.

If your workplace does not have a steward, copies of the materials can be obtained from the Branch Office.

The consultation focuses on specific issues such as...

- Should we be seeking a one year deal or spread it over several years as has been the norm in the recent past?
- Should it be flat-rate? If so, what figure should be applied?
- Should it be percentage-based? If so, what figure should be applied?
- Should there be elements of flat-rate and percentage? If so, what figures should be applied?

As the results of local consultation have to be back in HQ by the start of August we will not be able to embark and complete a fair consultation on these options.



The Branch, however, does have a policy arrived at through democratic processes at this year's AGM.

That noted the need to link into the current three-year funding by the Scottish Executive.

However it also called for a claim that clawed back the growing gulf between private and public sector pay.

It also demanded a re-opening of talks if any deal was overtaken by the average rate of earnings."

George Lee, Branch Secretary said "This motion was clearly framed to lay down certain protections without boxing our negotiators into a corner where they would be forced to make specific

demands with no options to negotiate around.

"We are also unclear how the new Scottish Parliament Executive views public sector pay awards given they are seeking Council Tax freezes for the next few years whilst they work up options for a revised Income Tax.

"If we are to get a fair pay increase in the coming years we need to know where our opponents are coming from. Only then can we decide the best way forward."

The Branch motion will now be submitted for debate at a forthcoming special Local Government meeting and the outcome will be forwarded to all branch members as soon as it is available.

Conference 2007

Asylum guidance for social work staff across UK

Local Government Conference backed Scotland's call for guidance for UNISON members across the UK who work with asylum seekers, based on the Scottish guide, "child's welfare paramount?"

This Scottish guide came from a call at Edinburgh's AGM two years ago and was jointly campaigned for with Aberdeenshire Branch.

It was written by Edinburgh's John Stevenson, Aberdeenshire's Kate Ramsden and Ruth Stark from the British Association of Social Workers.

Kate Ramsden slammed the appalling practices of the immigration services and the inhumane way they treat asylum seeker families and their children.

"We have been very clear that our members should not collude with such practices," she said. "However, we believe that our members should provide a service to these vulnerable families as they would to any other."

The guide stresses the need to try to ensure asylum seeker children have the same rights and protection as any other child under Scotland's progressive children's legislation.

Fringe meeting on social work issues

John Stevenson was one of the speakers as around 80 delegates from across the UK packed into the Scottish Fringe meeting to hear about the work of Scotland's Social Work Issues Group, with a focus both on the Direct Payments statement and the Asylum Guide.

See www.unison-scotland.org.uk/conf2007 for a full report on the fringe meeting.

Shared services jobs warning

The temptation to see shared services - where councils or other organisations join up to provide local service - as the solution to all funding problems was slammed by the Local Government Conference.

As Edinburgh's motion to UNISON Scotland recently pointed out, there is a huge

Conference 2007

danger of pay and conditions being forced down, democratic accountability being lost and privatisation taking over.

Because of our involvement in setting Scottish policy, Edinburgh's **Kevin Duguid** spoke in support

of the motion which demanded support for lawful industrial action where branches are campaigning against loss of jobs, cuts in pay and loss of conditions of service threatened by shared services. See the UNISON Scotland website for a briefing on shared services.

Edinburgh's major profile at UNISON Conferences

Edinburgh had a key role on many issues at this year's National and Local Government Conferences and these are covered here.

More details on all the major debates are on the UNISON Scotland and UNISON UK websites.

Conference made fundamental decisions about a co-ordinated fight for pay south of the border - across health and local government - a trade union wide fight against privatisation, with national and regional demonstrations. It also decided

key policies on pensions.

It called on workers to serve as trustees on occupational pension schemes and is the first union in the country to set up its own training scheme for shareholder activism.

Conference also praised the significant role of migrant workers in Britain's public services and called on the government to shift attitudes that criminalise workers rather than those who exploit them.

It called on the government to consider windfall taxes on companies making exorbitant profits.

The international guests reminded us that trade unionism should mean global solidarity. We have our struggles but when you hear of theirs it makes you feel very humble.

The plethora of Scotland speakers did expose one issue we need to address for the future. It is not just in Service Groups that the devolution agenda is becoming obvious, it is national Conference too. Issues like housing, schools, and many health and local democracy issues are specific to Scotland.

We need therefore to develop

discussion in the union about how we can all fully involve ourselves under UNISON's national policy agenda.

Edinburgh contribution

There was one speech that underlined Edinburgh branch's contribution to setting UNISON policy.

Opposing a move to limit the number of motions the National Executive can submit, Scottish Convenor Mike Kirby pointed out that in 2005 8% of motions were from the NEC whilst the City of Edinburgh alone submitted 5%!

No change to subs as Edinburgh raises overtime problem

Conference rejected a rule change that would have changed subscription rates just a few years after they were last reviewed.

This change would have had a huge impact on the union's income, reducing the subs of the lower paid without increasing subscriptions at the top end.

In a reasoned, unscripted and persuasive argument, Edinburgh's **Kevin Duguid**

told conference that UNISON cannot afford to lose the income over the coming year, facing as it does, the challenges of Equal Pay, Privatisation and more.

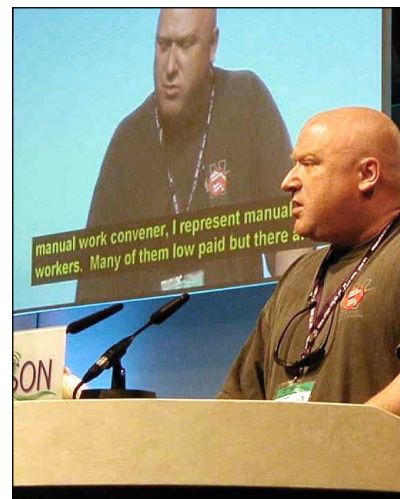
"I have sympathy with this rule change but let's do it properly by taking it back through our branches, regions and self organised groups," he urged.

He also urged the union to sort out the problem where manual workers get overcharged when doing

non-contractual overtime. That seemed to work because the financial officer was seeking Kevin out right after he spoke!

Pat Rowland, Scottish Regional Delegate, pointed out that UNISON's rates compare very well to other trade union subscriptions, especially at the lower end of the scale.

She urged Conference not to reduce our income when we need it most.



UNISON says no to EU privatisation threat

Edinburgh had a major input to the debate as the union agreed a campaign amongst members against any attempts to revive the EU constitution and pledged to fight attempts to privatise health and social services.

It backed a call to monitor the impact of the Service Directive as it is incorporated into UK law to ensure it does not further undermine public services.

Edinburgh's **John Stevenson**, rejected any charge that being against privatisation was being anti-European.

"We are pro European and take a global perspective,

which means that our solidarity extends beyond these shores.

"That solidarity is based on protecting workers and defending publicly provided and publicly accountable health and other public services."

The people of Europe want security, a level playing field for the workers of all countries which pushes standards and expectations up, not down, he told conference.

"We will not get that from a system based at its roots on corporate interests."

He warned that public services face a possible threat from forced privatisation of health, education and social services.

"Peoples' basic needs in danger of being dictated by the needs of business, hived off for profit", he warned.

He called on this message to be taken out to members with a focus on the real issue of putting the brakes on unfettered privatisation.

Proposing the motion, **Jane Carolan**, Scottish NEC member, highlighted the dangers of adopting policies which cannot be changed by the democratic process.

"I would love to think that a new form of treaty will represent a shift in power toward the democratic rights of nations to pursue economic and social policies that

defend the rights of working people. Then again, pigs might fly to the moon," she said.

"This introduced free market competition to all services within the EU, including health and education.

National governments would no longer have been able to take decisions on the way services are regulated in their own country. Free trade is the only game in town."

The trade union response was decisive and won concessions. Labour law and collective bargaining were excluded from the directive. So was health and social services just now. However, the threat continues, and the threat is real.

Conference backs Edinburgh call to campaign for 'Access to Work'

Conference threw its weight behind the Access to Work scheme for disabled people and recognised the important role it plays in supporting people with a range of disabilities into work.

With Edinburgh's amendment, it pledged to campaign against the privatisation of employment services which would have a serious detrimental impact on disabled people.

UNISON Edinburgh's Equality and Service



Conditions Officer **Irene Stout** told conference that this is an issue which affects many

of our members.

"UNISON has a proud record of supporting those in

UNISON has a proud record of supporting those in society and the workplace who are disadvantaged for whatever reason

Irene Stout

society and the workplace who are disadvantaged for whatever reason," she said, calling on the union to keep up the pressure on the Government to rethink their privatisation plans.

Trident threat to peace - and public services

UNISON's National Conference backed Edinburgh's motion to reaffirm the union's campaign to oppose Trident replacement, warning that the billions of pounds it would cost to replace the missile would mean huge cuts in public services.

"The money for Trident doesn't come out of the defence budget. It comes out of general revenue", said Edinburgh's **John Stevenson** moving the composited motion on behalf of three branches, Scotland and the NEC.

"It doesn't come from fewer tanks - it comes from fewer public services and up to 3,000 fewer jobs in Scotland".

But it was not just the £76 billion costs that mattered, there were legal and moral arguments against Trident.

"As long ago as 1996 some of the judges on the International Court of Justice concluded that the use of nuclear weapons was inadmissible in any circumstances. That is our position in UNISON", said John.

He told delegates that MSP **Michael Matheson**

58% of people oppose Trident at this cost and almost half at any cost. Eight out of 10 want a full parliamentary debate and that is what we want

has drafted a Bill for the Scottish Parliament to make it an offence to support or commission acts furthering the threat to use or the use of nuclear weapons of mass destruction.

"We are proud of the majority of Scottish MPs who voted to scrap the weapons. Of over half of all Labour backbench MPs who voted against.

"We are proud of the MSPs, most of whom oppose Trident. We need to build and maintain links with them and this motion calls for that", said John.

John argued there was public support for UNISON's position. "58% of people oppose Trident at this cost and almost half at any cost. Eight out of 10 want a full parliamentary debate and that is what we want", he said.

UNISON Scottish Convenor **Mike Kirby** quoted a report by Scottish CND and the



"Trident doesn't come from fewer tanks - it comes from fewer public services and up to 3,000 fewer jobs in Scotland" - *John Stevenson*

STUC showing that replacing Trident will cost more jobs than it provides.

"But the funds released by arms conversion would create a major opportunity for proactive investment particularly in renewable energy development and manufacturing", he said.

The report challenged false claims that 11,000 jobs would be lost if Trident were not replaced. In fact the reduction in direct, indirect and civilian employment would be less than 1,600 and that would take until 2022.

Concluding, John Stevenson

turned to the moral argument.

"At the STUC in April, our regional secretary Matt Smith quoted former UN Nuclear Weapons Inspector Hans Blinks. "So long as any state has nuclear weapons, others will want them - and so long as any such weapons remain there is a risk they will one day be used by design or accident. And such use would be catastrophic".

"That is the argument. Not the cost. Not the arms race. Not defence. But basic simple humanity For humanity's sake, say no to Trident"



BLINDCRAFT AWAKENS FROM IT'S SLUMBER

The early days

In 1793, Edinburgh became the location for the world's third foundation devoted to the welfare of blind people. Relief for the "indigent and industrious blind" was sought through the teaching of hand-crafts, so the trainees could aim for useful employment and ultimately seek to support themselves.

The foundation was called the Royal Blind Asylum. A programme of expansion was soon embarked on and by 1880 product sales had reached £18,275. In 1928, permanent workshops were established in Gillespie Crescent.

In 1944, the Disabled Persons Employment Act enabled central government to



provide national support for workshops for blind and disabled people.

Recent History

In 1972, on the current BlindCraft site, a purpose built factory with modern equipment was opened. The organisation however, kept their ethos of producing hand crafted products, predominantly quality beds.

The City of Edinburgh Council enjoys responsibility for BlindCraft running it as an autonomous business.

With over two thirds of their staff registered blind or disabled, BlindCraft practices social inclusion as a funda-

mental principle.

They employ staff from Fife, East, West and Mid Lothian as well as the City of Edinburgh. One of our main aims is to develop staff.

However over the last few years Blindcraft has been plagued by Industrial relations problems & serious financial losses with the result that the windows business was closed and staff numbers were significantly reduced.

I am pleased to say though that the staff, a new management team and the Trade Unions have all been working together to try to turn around the fortunes of the organisation with the emphasis now being on their core product of beds.

That work is now bearing

fruit with some major and prestigious contracts being in the pipeline with organisations such as John Lewis, Youth Hostels and major universities. In addition to this new products and designs are being developed and launched

I am certain that all this work by staff will ensure the long term future of Blindcraft and am hopeful that in time the Staff numbers can begin to grow again.

If you are a council employee you get a discount at Blindcraft! and UNISON are currently in discussion on a discount scheme for our members - so do support this community based organisation and buy your bed from them!

Kevin Duguid

UNISON has always tried to provide the best possible service in all aspects of staff membership over the years.

That is why, at this time, we are particularly keen to bring to the attention of disabled members or any disabled family and friends a scheme which can be a tremendous benefit to them.

Run by the Department of Work and Pensions, Disability Living Allowance (DLA) may be awarded on a ratings basis to disabled people who qualify. Such people may be those

A little known benefit

suffering from SLE, MS, Epilepsy, serious accident damage and a variety of many other debilitating problems.

DLA is divided into two different components, taking mobility and a further care component into account. Those applying may qualify on one or both counts.

Most importantly, any award of DLA is not means-tested and is tax-free to people claiming before the age of 65. You can be in full or part time employment and still qualify

on the grounds of your disability. Importantly, any problem must exist for an initial 3 months before making a claim.

And, to dispel any worries in this area, a successful DLA claim giving lower, middle or higher rate income will have no effect on other payments, savings or allowances.

Examples include Job Seekers Allowances, Council Tax Rebates etc - these are unaffected by a DLA award.

Contact numbers to obtain claim forms are given below.

Any successful claim is backdated to the initial application date.

Further information and assistance with applications can be given by Steve.McDonald@edinburgh.gov.uk or tel 469 6135.

Knowledgeable and helpful DLA staff can be contacted at Argyle House on 0131 222 5467.

In the long term it would be useful for successful applicants to notify Steve McDonald as a very worthwhile system is promoted.

It's easy to join UNISON, Scotland's biggest and best union

- representation in grievances, gradings, disciplinaries, health & safety
- health & safety protection
- speaking up for you at work
- free legal help on work issues and free or cheaper advice on many others
- mortgage discounts
- free legal helpline
- free advice line (evenings too)
- discounts on car breakdown cover
- holiday and insurance deals and much more

For more information and to get a membership form, contact

**220 5655, or
0800 70 70 77**

**or print out a form
online at**

www.unison-edinburgh.org.uk