

# UNISON NEWS

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UNISON SCOTLAND

## College News

There is ongoing discussion with management about pay for 2000/2001. The long delay in any progress is due to the fact that management have been unable to furnish the financial information requested by UNISON. We now have some of the information and have requested another negotiation meeting to enable further discussions.

A successful AGM was held on 16<sup>th</sup> January with 27 people present and 12 apologies. The sub-branch secretary discussed the various happenings of the previous 18 months and emphasised that the UNISON was not only here to negotiate pay and conditions but is available to discuss ALL problems. There was a discussion on the pay situation with a reference to the vote taken in June 2000 whether people would be willing to take industrial action. It was thought appropriate that a further meeting and vote would be required before going to a ballot.

Moray College now has TWO members on the Scottish Regional FE sector committee Jessie Gray and Alan Stevens. Alan is also on the National FE committee and through that body is a representative on the Local Government Service Group Executive (LGSGE). This enables the sub-branch to be very well informed about what is happening in UNISON with regard to the Further Education Sector.

Finally the sub-branch committee for the ensuing year are: -

Chair	Jessie Gray	76301
Secretary	Alan Stevens	76291
Health & Safety	Eric McLean	76234
Equal Ops/ Welfare	Maureen Anderson	76475
Treasurer	Louise Proctor	76218
Low Pay	Peter Davis	76540

Please feel free to phone or contact any of the above for advice or assistance.

The Branch is anxious to hear from members about their views on any matter related to Moray Unison or the Moray Council. In our next issue we intend having a spot for members' views. So don't delay write to us today if you have an issue you want to air. The editor reserves the right not to print letters that for legal reasons are unsuitable and contributors can ask that their names are not divulged.



## Scottish Voluntary And Community Sector.

Increasingly Unison is recruiting members in the voluntary sector. A recent survey showed that the vast majority of members actually worked for employers who employed ten or more staff. Unison is playing a leading role in the SCVOISTUC Forum to promote good employment practice and a partnership approach to addressing employment issues of common interest to employers, employees and trade unions in the sector.

Unison launched a pensions' charter for the voluntary sector last November. Pensions are often overlooked within the sector yet they are a major part of terms and conditions. Good pension provision is something that all members should be concerned about no matter what age they are. They need to be an integral part of the conditions you enjoy. The charter will help inform members and give them a working tool to bring about positive change.

A lot of Unison's time is spent in negotiating agreements with the Council. Numerous agreements exist and can be found on the Council's web site under Personnel Policies. Examples of agreements reached are; Grievance Procedures, Harassment at Work, Display Screen Equipment Policy, Special Leave Provisions, Absence Management, and Equal Opportunities in Employment.

Whilst these agreements exist on occasions Departments through ignorance or misinterpretation do not follow procedures. Similarly employees may not know of the existence of certain policies. It will be the Branch's intention to highlight such policies in future editions of this magazine.

In the meantime if you have an issue about how your Department is implementing a particular policy or if you have a query about your terms and conditions or a concern about a Health and Safety matter, then please contact Gerry Harkins at the Unison Office on 01343 563170 or on E-Mail to:

[gerry.harkins@comm.moray.gov.uk](mailto:gerry.harkins@comm.moray.gov.uk)

## **JOB SEEKERS ALLOWANCE AND TERM TIME WORKERS**

Unison is spearheading a campaign aimed at ensuring term time workers have the right to claim job seekers allowance. Such workers are usually found in education in non teaching positions performing a variety of administrative, clerical, and ancillary duties. They are on term time contracts and don't get paid when the school is on holiday.

Most of these workers are women and many are on a wage which is below the statutory minimum wage. Annual leave is based on the weeks worked rather than the full year and pensions are also adversely affected.

At the worst extreme term time workers are viewed as temporary workers regardless of their years of service. In pursuit of their campaign Unison is taking its case to the House of Lords and this is scheduled to be heard on the 21<sup>st</sup> of March 2001. We will keep readers advised of developments.

## **BRANCH AGM**

The Annual General Meeting of the Branch will be held on Tuesday 6<sup>th</sup> March 2001, commencing at 6pm, in the Laichmoray Hotel, Elgin, to which everyone is invited. Enclosed with this newsletter, you will find a draft agenda for the meeting.

## **NOMINATIONS FOR BRANCH OFFICERS AND STEWARDS:**

Don't forget, nominations are being sought for the Branch Officer posts and for local Workplace Stewards. Nomination forms were sent out to each member in December. However, if you need copies of the forms, please contact the Resource Centre on 01224 620624.

Branch Officers perform a vital role in the development and work of the union at a local level. There are currently 12 posts, including two newer additions for Young Members and International Activities.

Fundamental to the work of the union are Workplace Stewards. Stewards act as local representatives of the Union and provide the frontline contact with members in dealing with queries and individual representation. Within Moray, we have gaps in cover, with some workplaces having neither Steward nor a local contact person. **IF YOUR WORKPLACE DOES NOT HAVE A STEWARD, GET TOGETHER WITH YOUR COLLEAGUES AND NOMINATE SOMEONE – EVEN YOURSELF!** It is central to the development of the branch that we establish more workplace stewards. The target ratio of stewards to members is 1:25. In some instances, we currently have a ratio of 1:67, so you can see how important this issue is.

## **GUEST SPEAKER**

We are delighted to have Dougie Black, Chair of the Unison Side of the Scottish Joint Council as a guest speaker at this year's AGM. The Scottish Joint Council forms the negotiating body for Scottish local government employees and sets national terms and conditions of service for staff. This body has been central to

the negotiations on issues such as single Status, and most recently, the pay dispute involving Council staff.

Dougie will speak about some of the current **UNISON** campaigns and will take part in the question and answer session later on in the evening.

## **CALLING ALL YOUNG MEMBERS**

**UNISON** is keen to encourage young members to become more active within the branches and have established the post of Young Members' Secretary to increase their role. This is an opportunity for young members to help in the running of the branch, after all, it's your branch too. We are looking for young people, preferably under 27, who are interested in becoming more active in the union. The main role of a Young Members' Secretary is to work with the other branch officers organising young members and making sure that issues of concern to them are raised by the branch. It is also important that all branches encourage new activists and that **UNISON** is seen to include young members.

Moray



has therefore established the post of Young Members' Secretary and is seeking nominations for the post for election at the AGM in March. So if you're under, or nearly under (!) 27, and would like to get involved in the branch, why not consider becoming the Young Members' Secretary.



## BBC DOCUMENTARY

The BBC have contacted **UNISON** concerning an investigative documentary programme, yet to have a name, on the subject of stalking. They wish to look in particular at the issue from the perspective of people being/who have been stalked.

They think, (rightly or wrongly), that people dealing with the public are particularly at risk, so have contacted the union to see if we know of anyone who might be suffering/have suffered from this and might be prepared to be interviewed.

The corporation are at pains to point out that they don't want a full commitment at this stage. If people might be prepared to take part, they would want to talk to them first to clarify any points or put their minds at rest.

If you think you might like to take part, then you should contact **Chris Barter, Communications Officer at UNISON Scotland** on telephone number **0141-32-0006**, or mobile telephone **0771-558-3729**.

at the end of last year and are detailed below.

- ❖ The average earnings for full time employees stood at £21,842, representing an increase of 4.4% on 1999 figures.
- ❖ The average earnings for full-time manual workers were £16,694, and for non manual workers were £25,120. For men the annual earnings total was £24,298, 38% greater than the total for women of £17,555.
- ❖ The average weekly earning for the whole of Scotland were £379.80, compared to £416.30 in England and £368.10 in Wales.
- ❖ The percentage of employees in Scotland earning below **UNISON'S** minimum wage target of £5 per hour is 11.7, compared to 8.4 for the whole of Great Britain.

## MEMBERSHIP DETAILS

Remember to tell us if you:

- ☐ Move house
- ☐ Change job
- ☐ Change department or Section within your employer
- ☐ Workplace

Tell your steward, contact the **Branch Office** on **01343 563170**, or phone the **Grampian Resource Centre** on **01224 620624**, with any details. This helps us to keep in touch with you when we need to, and ensures that you receive mail and, of course, your newsletter.

## NEW EARNINGS SURVEY 2000

The New Earnings Survey records earnings of employees in Great Britain in April of each year. The survey is based on a 1% sample of employees who are members of PAYE income tax schemes. Figures for 2000, were issued



*If you want to be heard  
—speak in **UNISON***



## UNISON SCOTLAND

### **MEMBERS BENEFITS**

- ❖ Individual representation on work related issues
- ❖ Collective representation through negotiations on pay and conditions.
- ❖ A system that gives you a vote on elections and on negotiations.
- ❖ Legal advice scheme on compensation and other work related issues. Free Wills. **Free Legal Helpline 0800 80 12 99 for 30 minutes free advice on issues outside work.**
- ❖ Regular magazines mailed to every member with news about your union

- ❖ Special insurance, mortgage and finance deals

**- Britannia Building Society** Exclusive mortgage rates for **UNISON**

members – and as a **UNISON** member we can lend you more. Special savings rates too for members and Branches.

**Call 0800 77 88 88**

**- UIA Insurance** UIA is part of **UNISON**. As a mutual company with over 100 years experience, we can offer exclusive insurance to **UNISON** members: Home Insurance **0800 66 88 55** Personal Accident Plan **0345 842 842**.

Holiday care travel insurance **01438 761 760**

**- Frizzell** As a member of **UNISON**, you'll get special deals on a range of financial services at **FRIZZELL** including: Motor insurance **0800 122 000**, Personal loans **0800 373 191**, Independent Financial Advice **0800 272 151**

**UNISON credit card** The new **UNISON** credit card has a competitive interest rate, a realistic credit limit that you choose, (subject to status), and no annual fee. Call **0800 783 2833**

**- SimpliTax** As a **UNISON** member you can benefit from specially arranged rates for tax consultancy services. Let Simplitax check that only the right amount of tax is being taken from your earnings- there's no charge unless you get a refund. Call **0345 573 566**.

- ❖ Holiday and travel discounts – and our own holiday centre

**- UNISON Holiday Club** Fully ABTA bonded, offering discounts on nearly every ABTA brochure holiday, savings on flights worldwide and ferry travel. Call **0990 50 50 00**

- ❖ A local and national Welfare Fund with access to convalescence homes

- ❖ Roadside Assistance

**- Britannia Rescue** Three times voted Best Buy by a leading consumer magazine. Up to 20% discount on all services means that cover starts from as little as £28.80 a year, or £3.60 a month. Call **0800 591 563**

Visit our website at: <http://www.unison-scotland.org.uk/benefits.html>

# PRIZE CROSSWORD NO 1

One prize of £25 is on offer for the correct solution. Entries have to be received at the **Unison Office, Council Headquarters** by **5pm, on Friday the 2<sup>nd</sup> of March 2001**. The winner will be the first correct entry drawn on the 5<sup>th</sup> of March. Only Unison members eligible to participate.

**Fit the names of these Scottish islands into the Crossword grid**

- |           |           |
|-----------|-----------|
| Arran     | Oldany    |
| Benbecula | Raasay    |
| Bute      | Rona      |
| Coll      | Rum       |
| Colonsay  | Sanday    |
| Eday      | Scalpay   |
| Egilsay   | Shapinsay |
| Eigg      | Shuna     |
| Ewe       | Skye      |
| Fetlar    | Soay      |
| Harris    | Staffa    |
| Hoy       | Stroma    |
| Islay     | Stronsay  |
| Jura      | Tiree     |
| Lewis     | Ulva      |
| Muck      | Vatersay  |
| Mull      | Yell      |

