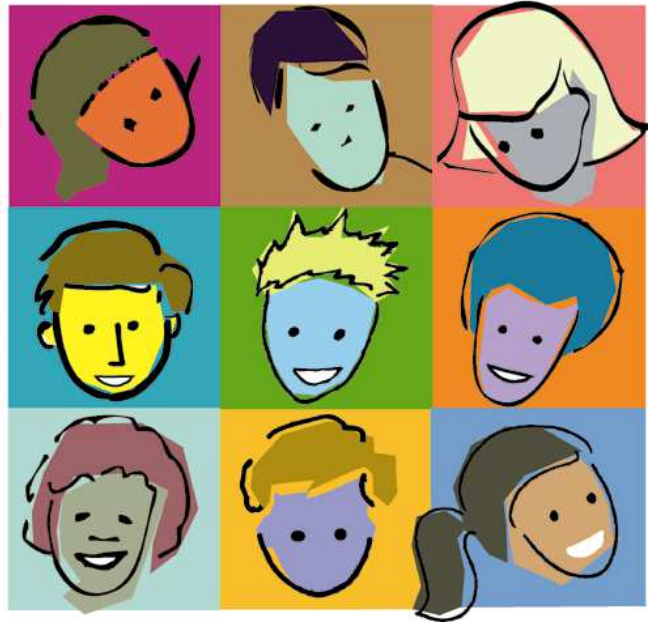


ANNUAL REPORT

2015/16

your friend at work

UNISON



*Scottish Health
Care Branch*



Annual Report 2015/16

Dear UNISON Member,

You are invited to attend one of our aggregated Annual General Meetings for the Scottish Health Care branch.

The purpose of the AGMs are:

- to ratify the elections of Stewards and Branch Officers you wish to represent you for the following year
- to discuss the important issues which affect you as members
- how UNISON and our Branch will continue to represent you during the next year

We hope you are able to attend, however if you are unable to but wish to raise an issue with us, please contact our Branch Secretary, Tam Hiddleston.

The Annual Report provides an overview of our Branch activities and wider UNISON involvement over the past year, covering wide and diverse activities across the employers we cover and also within each Department / Division / Business Unit of these Employers. There will be an opportunity for discussion over local

issues as part of our AGM agenda.

Our Branch recognises there is a need for more communication and more regular updates to our members. We continue to publish items on our branch website, as well as sending out our Branch Newsletter.

We hope you find this Annual Report useful and encourage you to attend one of the Annual General Meetings.

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Chairperson Report

2015/16 has been another busy year for our Branch as we continue to work across our 4 Health Boards (NHS Education for Scotland, Health Scotland, Healthcare Improvement Scotland and National Services Scotland) on behalf of you our members.

As in recent years the financial position within NHS Scotland remains precarious as we are continually pushed to do more for and with less and this puts pressure on you our members. Unison Scotland continues to engage Scottish Government colleagues to argue for improved and more reflective pay awards, we will update you as these conversations develop.

As a Branch our main priority is the recruitment of new members and the retention of our current members, the more members we have the stronger we will be. We will therefore carry on holding recruitment events across our 4 employers.

The Conservative led “ANTI” Trade Union Bill continues to progress through Parliament and this brings the biggest threat to the Trade Union movement in recent history. Your local reps will continue to keep you updated on the progress of this Bill and rest assured that Unison Scotland will continue to do all in its power to fight against this to allow us to best represent you our membership.

Finally, I would like to take this opportunity to thank the Stewards and Officers for all that they have done in the last 12 months, they consistently deliver the highest standards of advice, representation and support to you, the members and without this dedication we would not be able to achieve the outcomes that we have.

AGENDA FOR AGM's



- 1) Annual Report for year ended 31st December 2015
- 2) Questions on Annual Report
- 3) Financial Report
- 4) Election of Branch Officers
- 5) Election of Shop Stewards
- 6) Election of Auditors
- 7) Delegates & visitors to:
 - National Health Conference 2016 (25th - 27th April, Brighton)
 - National Delegates Conference 2016 (21st - 24th June, Brighton)
- 8) Motions Received
- 9) Question & Answer Session:
 - Local Issues

Schedule of AGM Meetings

Date	Time	Location
Wednesday 9th March	11:00 - 12:30	Bridgeview, Aberdeen
Thursday 10th March	10:00 - 11:15	Bain Sq, Livingston
Monday 14th March	11:00 - 12:15	Meridian Court, Glasgow
Monday 14th March	14:30 - 15:30	NES: Westport, Edinburgh
Tuesday 22nd March	am Time TBA	SNBTS Atheneum, Glasgow
Thursday 24th March	13:00 - 14:00 14:00 - 15:00 22:00 - 23:00	Canderside, Larkhall
Tuesday 29th March	10:15 - 11:30 11:45 - 13:00	Gyle Sq, Edinburgh
Thursday 31st March	18:00	Belford Rd, Edinburgh

Branch Secretary Report

2015 proved once again to be an extremely busy year for this branch and its stewards and officers in delivering our objectives, and representing the membership across the 4 health boards where we have members.

The constant need for financial savings and more efficient working from the wider NHS Scotland perspective makes it feel like we, as a branch, are in a constant representation and partnership working service redesign/organisational change mode due to changes proposed from management throughout the 4 health boards over this past year.

The start of 2016 would appear that much of the same will be the order of the day, and our stewards and officers will be heavily involved in representing our members through these changes. Added to this, there is always the continuous representation and support of members through various policies.

The branch has recruited a number of new stewards throughout the year. Following UNISON

training and accreditation, these stewards will add to the resource we have in representing the membership through difficult periods.

2016 also delivered from a UK perspective, a majority Conservative Government. Before I am accused of bringing politics into our branch objectives, we need to be clear that it is this government who have brought politics into the way we operate and represent our members.

They have, as we go to print, began proceedings to implement the “Trade Union Bill” which for all intent purposes is merely the “Anti Trade Union Bill” Full implementation of this bill will include, amongst other things, the following;

- **Attacks on stewards recognised facility time in carrying out member representation.**
- **The removal of your rights as a member to have your Union subs deducted from your pay.**
- **The use of agency workers to cover members taking lawful industrial action.**

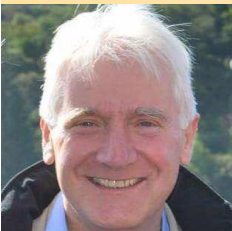
- **Increased ballot thresholds for members voting on lawful industrial action. (Using these same proposed thresholds in a General Election for example, would mean only 34 Tory MP’s would have a seat in government, and not the 330 that there is)**

This bill is a fundamental attack on the Trade Unions and every one of its members.

We are continuing to oppose this and any member wishing more information or how to get involved in the campaign should contact their local steward or get in touch directly with me at the branch.

Finally, I would like to thank all branch stewards and officers for their continued hard work, all voluntary, in representing our membership. And also to all branch members for your continued membership and support to the branch going forward.

Tam Hiddleston



2016 will see the retirement from UNISON of our Regional Organiser, Davie Forbes. Davie has been closely linked to our branch for a number of years, and has been a wealth of knowledge in assisting us through many difficult cases and processes. I have worked closely with him, particularly the previous 4 years, and he will undoubtedly be a loss to UNISON. Our loss is his gain though and I am sure I speak for everyone from our branch in wishing Davie all the best in his retirement, and anything else he chooses to do...Pub, Cricket and Morton FC spring to mind!

UNISON Welfare—There for You

Welfare: not a particularly friendly welcoming word; not something you want to admit you could need, or want!

Why is there such a stigma?

There is nothing to be ashamed of if you need to ask for help. Why not take advantage of Unison's Charity – bearing in mind that Unison is the only union with a Charity, so why not use it?

Stewards need to be aware of how and what the charity can do to assist their members, be it from a signpost service to financial assistance.

There are initiatives for:

- Heating Payments
- School Uniforms
- Well Being Breaks
- Access to Debt Advice to use to our advantage.

There is also access to Credit Union's which in turn allows us to save, or should you require it, asking for a loan without fear of being fleeced by huge interest rates.



The NHS Credit Union
be part of our family

To find out more about the range of benefits or how to become a member, go to

www.nhscreditunion.com

Tel: 0141 445 0022
Fax: 0141 440 2294

Some of our members have been helped financially and some given advice this past year - Some members have received flowers, which is another service we provide - these can be sent in congratulatory or sympathetic situations.

We should be proud of our Union for having such a great resource at our fingertips.

Members will face challenging times in the year to come with Mr Osborne's changes to Tax and Family Credits. Let us help where we can by giving advice or signpost you to experts in certain areas.

Stewards: let your members know of this great charity and how it may be able to assist you- should you need it!

I've had another great year of being your Branch Welfare Officer; the position can be a sad one as well as well as a rewarding one! Looking forward to next year!

Susan Cook

Welfare Officer

To get a better idea of what UNISON may be able to do for you, visit the UNISON *There for you* website at : www.unison.org.uk/thereforyou

Equalities Report

One of our main aims is to help staff fight for fairness and equality in the workplace. Challenging discrimination and winning equality is at the heart of everything we do. It is unlawful for employers to treat staff unfairly because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

Throughout the year Branch Equality Officers have been representing and supporting members across the boards within our branch to help obtain reasonable adjustments in regards to equality-related issues and the right to be treated fairly, challenging and questioning matters around this. We are always available to speak to members on a confidential basis about equality issues.

The officers attended the Unison annual LGBT conference in November. The first debate of conference and much of UNISON's general secretary Dave Prentis's speech to conference was on our urgent campaign against the Tory Trade Union Bill which will deliberately curtail the ability of any worker to fight for equal pay, fair treatment and against discrimination and harassment. It could move the cause of women's rights back decades – women make up two-thirds of all healthcare workers.

We also continue to work in partnership with our boards in carrying out equality impact assessments on policies and organisational changes that may impact on staff.

We are well represented on national, regional and branch level across a number of Self-organised Groups (SOGs) which bring together members from certain traditionally under-represented groups. If you would like to know more or get further involved in any of the groups then please get in touch. It's a good way for members to get involved in the work of the union, developing skills, expertise and confidence.

Michael Craig and Karen Donnelly
Joint Equality Officers

Branch Education Officer Report

I say every year that it hasn't been twelve months since I wrote my last annual report but this year has certainly been a quick year, mainly due to the fact I was on sick leave for six months. I would like to thank our Branch Secretary for stepping in and arranging the steward courses and booking places. I would also like to thank Lothian Health and South Lanarkshire branches for taking some of our stewards on their in-branch courses.

It has been a busy year with 12 new stewards completing the first of many courses and gaining their ERA Accreditation... Well done!

2016 is already looking to be another demanding year with 5 new stewards waiting to take the Organising Stewards course and 8 existing stewards who need to complete their re-accreditation course. These are just two of the many courses that UNISON provides it's activists in order to give you the best support and representation available.

Adam Bates

Health & Safety Report

Car Parks and Cyclists - 2 of the most emotive subjects came together for members across our Branch from National Services Scotland (NSS), Health Information Scotland (HIS) and Health Scotland (as well as members of UNISON within the Scottish Ambulance Service).

The rising number of near misses being reported indicated that it was only a matter of time before something terrible would happen in the car park at Gyle Square.

Elsewhere, there are ongoing concerns about volume of people in buildings - particularly as we practice more agile working and work more across the NSS Estate.

The impact this has on available desking and fire evacuation safety - particularly at Meridian Court through tight stairwells

from 6 floors - are also concerning.

Staffs across our Branch membership based in NSS buildings are finding things more and more difficult to secure space to work due mainly to staff from other sites being agile.

Fire evacuation safety concerns have been raised with the NSS Fire Safety Group for further investigation.

All of these issues and more are regular Agenda items on our bi-monthly Health & Safety Representative meetings.

The SNBTS new build at Heriot Watt is on target for the keys to be handed over in a year's time.

Full details can be found on the Scotblood website link:

<https://www.scotblood.co.uk/about-us/national-centre.aspx>

Staff are looking forward to working in the custom built premises.

Elsewhere within older SNBTS sites, there are still ongoing problems with DSE and Manual Handling problems causing injury to staff . In particular, this is where previously noted difficulties have not been dealt with appropriately and to this end Scottish Healthcare Branch intend to take forward a pilot body mapping exercise within this SBU during 2016.

Linda Jacomb
Margaret MacDonald
Health & Safety Officers



As Joint Chair of the NSS Occupational Health & Safety Advisory Committee I was party to a commissioned working group pulled together with experts across the landlord employer and with input from Edinburgh City Council to provide suggested safety measures within the Gyle Square Car Park in full consultation with all parties involved to provide a safer route for cyclists and pedestrians. This resulted in the introduction of pedestrian walkways and zebra crossings for pedestrian safety and the upgrade of the cycle storage facility - as we go to print there is still some concerned debate about the speed bump's which were put in place and outcomes from ongoing discussions, but that's another story....

NHS Health Scotland Report

When I started to write this year's report the first line that I wrote was "This has been an extremely busy year for staff side and stewards..." then I thought I better check what I had said in last year's report, and as you may have guessed I had the exact same opening line. Although I have the exact same line I am going to stand by it.

Big focus for partnership working this year was the "Functional Realignment" process. Each Directorate has a dedicated, experienced staff side representative working with members to ensure that their views on the realignment are being taken in to account in the final structures and that the process is carried out in an effective partnership way. At this point the Strategy Directorate has completed its restructuring and the recently renamed Health Equity Directorate is in the middle of its implementation phase, with Health Working Lives is close to agreeing its final structure.

Again this year has seen Health Scotland looking at our accommodation use. The Partnership Forum has established the Office Improvement Group (OIG) to examine the feasibility of us consolidating onto one floor at Meridian Court. At this stage it looks that this will be going ahead very soon. We have ensured that staff have been fully engaged in this programme and that all aspects, of any move, have been fully considered, especially health and safety factors.

Stewards have continued to represent members on both formally and informally. This year has seen the number of both formal and informal grievances we have supported increase and we have successfully resolved the majority of these. It is important that, if you have any issues that are impacting on you in the workplace. Then speak to your local steward as early as possible, who will work with you to resolve them.

As we move into 2016 we will be campaigning against the "Anti Trade Union Bill" that is currently passing through Westminster. We will keep you informed on the progress of the campaign to oppose this bill which could seriously impact on our ability to work in partnership with our employers and ensure that we effectively represent our members. I would urge you to all get involved in opposing this.

Michael Craig
Staff Side Chair

Healthcare Improvement Scotland Report

This has been successful year for UNISON with all of our new stewards now fully accredited and able to represent members on workplace issues. In addition Kenny Crosbie has completed the UNISON Health & Safety training and has already made an impact on some long standing issues.

The creation of a Partnership Forum Associate role in July which has been filled by Margaret McAlees which has led to UNISON being able to be much more influential in the changes which are affecting the organisation. We have also been able to represent members more effectively in the consultation around organisational change as a result of this.

We have successfully represented members in a number of meetings with management and have picked up the issue of stress and workload issues as being an increasing problem as a result we are meeting with management to discuss the issues and improve management of these problems.

UNISON is also an integral part of the change management board and have challenged a number of the suggestions which have been made by management and secured improvement in a number of the plans.

Duncan Service
Staff Side Chair

NHS National Services Scotland Report

Property: There are a limited number of projects on-going at this time:

National Centre - This project is now in the construction phase and progress towards completion remains largely on track.

Athenaeum - The plan is to secure a lease renewal for the current space meaning that the Donor Centre will remain as is. The proposal to relocate a limited number of staff from Gartnavel is no longer being considered as the proposed space has been leased by another organisation.

National Distribution Centre (Canderside) - A project has been initiated to explore future warehouse requirements, this project is at a very early stage and staff will be kept informed of progress as it is made.

Space Utilisation (Gyle Sq, Meridian Ct and Canderside) - A study was conducted in June 2015 to analyse the use of these buildings and the results appear to suggest that there is potential to make better use of the environment. Further work will be carried out in 2016 and any progress will be communicated.

“Anti” Trade Union Bill:

As you know, the Conservative Government have introduced a Bill in Parliament that seeks to fundamentally change the way Unions operate and to undermine their ability to effectively represent members. At the November 2015 NSS Board meeting a Joint Statement was agreed between NSS and Unison Scottish Health Care Branch which sets out our opposition to this Bill. For more information please contact your local rep who can provide more information on the implications of this Bill and give you access to the Joint Statement.

General:

As you will be aware our Chief Executive Officer, Ian Crichton, leaves at the end of February 2016. I would like to thank Ian for the way he has engaged with Unison during his 8 year tenure, we have formulated and delivered a number of Organisational Changes and Service Redesigns and Ian has always ensured that we have had adequate time to formally consult with you our members and for this we are grateful. I would like to wish Ian the very best of luck in his future endeavours.

Ian Cant

NSS Chair of Joint trade Unions / Employee Director



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2015 saw the departure of Malcolm Wright to NHS Grampian and the appointment of Caroline Lamb as our new Chief Executive. It also saw the departure of several long-standing Unison Stewards to be replaced by a number of new Stewards: Dundee (Paul Kennedy), Edinburgh (Lynnette Grieve and Karen Hodgson) and Glasgow (Paula O'Brien).

Unison nomination meetings take place in February and will see a number of members put themselves forward for election for the first time as Unison Stewards/Health and Safety Representatives. A full list of all Unison representatives will be sent out following our AGM meetings in March.

Partnership Working/Staff Side Chair

I was elected unopposed as the Chair of Staff Side and have been appointed to serve a further

4-year term as the Employee Director. This appointment will run from 1 April 2016.

Although I was elected unopposed, a representative from another union initially decided to stand against me but withdrew after the BMA, RCM, RCN and, of course, Unison all formally supported me as their candidate. I think this level of support is a reflection of the regard in which all Unison Stewards are held and of the fact that Unison Stewards are responsible for 95% of all partnership work which takes place in NES.

As always my thanks go to all the Unison Stewards/H&S representatives/A4C panellists and members who make this possible.

Voluntary Severance/Early retirement scheme

Another round of voluntary

severance/early retirement took place this year with most of the staff involved scheduled to leave by 31 March 2016. There is to be early discussion with Staff Side around whether another scheme should be held in 2016 but the challenging financial climate may mean that it makes more sense to target our resources at staff that are displaced due to organisational change rather than run another general scheme.

Recruitment

Please contact me if you would like Unison to run a recruitment workshop in your workplace.

Finally, I would like to take this opportunity to once again thank all our Unison members for their continued support and to wish you all the best for 2016.

Liz Ford,

Lead UNISON Officer

Auditor for branch accounts

Every year, our accounts require auditing to ensure that our expenditure falls in line with UNISON rules and to ensure that the monies spent are all accounted for. If you have audit skills and could help us in auditing our accounts, please send an email to chair@unisonshcb.co.uk

