

The

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August 2003

# Grapevine

UNISON

The Official Newsletter of *Angus Council Branch*

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## Nurery Nurses Dispute Update

# More Industrial Action Planned

## CoSLA report rejected

As we went to press, the trade union side had just rejected a 'flawed' CoSLA offer based on its nursery nurse 'Technical Working Group' report.

Now further action will go ahead in the form of 2 days of strike action around the country in week beginning 15th September and a Scottish Rally in Edinburgh on the 17th September.

In Angus, strike action is planned by over 100 nursery nurses for Tuesday 16 & Wednesday 17 September. It is also proposed that Nursery Nurses in Angus will attend the Scottish Rally in Edinburgh.

The proposal from CoSLA was, at maximum, a increase of £950, with a great number of strings attached. CoSLA have produced new job descriptions which in no way addresses the career structure which the Nursery Nurses are demanding. The average nursery nurse earns £13,000 a year and their last review was 15 years ago.

Nursery Nurses in Angus Council Branch are hoping that all members will support their claim for fair treatment and stress that their disagreement is not with the local employer or with parents and children using the service but they refuse to accept the approach being suggested by CoSLA.

## 1993 - 2003



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To join UNISON contact the branch office:  
Phone/Fax 01307 468950  
Email [office@unison-angus.org.uk](mailto:office@unison-angus.org.uk)  
Post via FREEPOST below

Remember to use the FREEPOST address for any written correspondence

Unison - Angus Council Branch, FREEPOST SC07380, FORFAR, DD8 1ZR

# Balloon Race Results

# UNISON's 10th Anniversary

The Branch held a balloon race on Saturday 5th July in the Myre Car Park, Forfar to celebrate the 10th anniversary of UNISON.

Even with a wet start to the weather we still managed to release over 100 balloons, with help from a group of nursery nurses, who also provided face painting for the children and drummed up support.

Unfortunately all the hard work came to nothing as no labels were returned. Therefore it was agreed at the Branch Exec Meeting that 3 numbers would be picked at random from a hat, by 2 new Dept Reps and the Treasurer.

The winners were:

- 1st - £100 - Eilidh Bruce, Bowriefauld (aged 2)
- 2nd - £50 - Sarah King, Aberlemno (aged 7)
- 3rd - £25 - Scott Heggie, Forfar (aged 11)



Alan Fegen is pictured handing the 1st prize cheque to Eilidh, with her mum and dad

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## National Delegate & Local Government Conference 2003

### BRIGHTON 15 - 20 June

The Local Government Service Group (LGSG) Conference was held on the 15 & 16th June. The National Delegate Conference followed on from the 17th to the 20th June. Both were held in the Brighton Conference Centre. Starting around 9am and lasting sometimes until after 5pm.

The Branch sent two delegates, Kate Leiper (Branch Secretary) and Bob Bruce (Communications Officer). Kate had attended many conferences before however Bob was a newbie to the scene.

The LGSG started slowly on the Sunday morning, with debates concerning education and term time contracts, and use of PFI funding for Schools. The current nursery nurses action in Scotland was highlighted along with the other nursery nurses actions happening in London & Birmingham boroughs. The days were long, the seats hard and the debates in-depth. But worst was to come.....The National Delegates Conference.

The NDC kicked off on the Tuesday with over 1500 delegates in the hall. The debating was good and the speech by UNISON's General Secretary, Dave Prentis, was uplifting. The NDC debated subjects and set UNISON's position regarding a number of national and international issues, such as addressing equal pay for women and equal rights for the gay and lesbian community. There was a frosty response to Local Government Minister Nick Raynsford's speech, and a video celebrating highs and lows of UNISON since its creation 10 years ago. The hand-voting was sometimes too close to call on contentious issues, such as the modifying of the UNISON subscription bands and costs, which the Branch voted against changing, however we lost by only 20,000 votes. The 2004 NDC is in Bournemouth.

You can Telephone or Fax the Office

01307 468950

# Tay Valley Credit Union

## Credit YOU Control

In the early 1990's a group of Tayside Regional Council employees formed a steering group to look at the possibility of establishing a work-based credit union. After three years of negotiations with the Regional Council and Registry of Friendly Society officials, coupled with the necessary training, Tayside Local Authority Credit Union was officially registered on the 19 December 1994. UNISON was also instrumental in the formation of the credit union.

In 2003 employees of Fife Council will have the opportunity to join the credit union as the credit union extends its common bond to include Fife Council workers and changed the name to Tay Valley Credit Union. This expansion, plus the growth experienced in recent years, will ensure that the credit union continues to provide low cost, ethical financial services to its members for many years ahead.

For a credit union to exist there must

be a "Common Bond" between the potential members. The Common Bond must be approved by the Financial Services Authority before a credit union can be registered.

The Common Bond for Tay Valley Credit Union is that all members are employees of the Local Authorities within the Tayside and Fife area. Employees of the following are eligible to become members of Tay Valley Credit Union:

**Angus, Dundee City, Fife and Perth & Kinross Councils, Tayside Contracts, Tayside Fire Brigade, Tayside Joint Valuation Board, Tayside Police.**

Saving with your credit union through payroll deduction is convenient and couldn't be easier. Just complete an Application Form, return it to us and we will do the rest. Your credit union payment will be deducted from your wage/salary and this will be shown on your pay-slip. Savings in the credit union are referred to as shares. You

may save as little as £2.50 per week, £5 per fortnight or £10 per month.

With a credit union loan you will only pay one rate of interest, 1% per month on the reducing balance of the loan, an Annual Percentage Rate (APR) of just 12.68%. This rate is charged on all loans, however small. We won't charge you more for borrowing less. There are no arrangement fees or early redemption fees should you wish to repay your loan early.

The amount a member may apply to borrow is based on the amount in their shares. The current Loan Policy allows a member to borrow up to three times their share balance. e.g. a £100 share balance would allow a member to apply for a £300 loan.

Full information can be found at:

**Web: [www.tayvalleycu.co.uk](http://www.tayvalleycu.co.uk)**

**Telephone: 01382 434103**

**Email: [info@tayvalleycu.co.uk](mailto:info@tayvalleycu.co.uk)**

## SOCIAL WORK ISSUES GROUP (SWIG)

The Social Work Issues Group was formed through the Scottish local government forum 18 months ago. This followed serious concerns raised within the forum in relation to the "Crisis in Social Work" within all of Scotland's 32 local authorities.

Peter Travis, Assistant Branch Secretary and Social Work Representative has been an active member of this group since the inaugural Social Work Issues group conference held on August 29 2002. The group has, over the past 12 months, been extremely active in pursuing a variety of issues. These have included recruitment and retention, the ongoing registration of social work staff, direct payments, workforce development, aggression and violence against staff, lone

working and proposed changed in Criminal Justice Services. The group have had ongoing meetings with COSLA, the Scottish Executive, the Scottish Social Services Council and the regional Training Consortia.

SWIG has also produced its own glossy pamphlet "The way forward for Scotland's Social Work". This was to be distributed to all members and workplaces in May/June of this year.

**If you have not received a copy then please contact Peter on:**

**01674 672702 or the Unison office.**

Peter has been able to highlight the issues to management through the regular Social Work Departmental Consultative Group meetings and as a result the Recruitment and Retention group was formed within the social work department earlier this year.

Presently Peter is the only recognised UNISON Workplace Steward within the department since the departure of

Angus Alexander in July. Social Work is the largest department within Angus Council, yet at the moment we only have one Workplace Steward and two safety reps to cover this area. This means that when the safety committee is held the management representatives outnumber the UNISON representatives. Social Work covers a wide variety of posts which other Council departments don't have experience in. This means that people without experience or knowledge of the issues you face may be tackling some of your safety problems.

If you feel that you are interested in either becoming a Workplace Steward then contact:

**Peter : 01674 672702 or the Office**

or Health & Safety Rep then contact:


Louise Trayner: 01307 473314

for an informal chat and further information. Full training is given any time off during working hours is fully paid.

You can Email the Office

**[office@unison-angus.org.uk](mailto:office@unison-angus.org.uk)**

# Snippets



## Hot! Hot! Hot!

Although welcome, the recent long hot spell of weather has highlighted the intolerable temperatures in many workplaces. Whilst there is a legal minimum, there is no maximum workplace temperature to protect workers. Recently the TUC has renewed its call for a legal maximum, a move that UNISON supports. Until there is any change all we can do is chip away at the employers. The best means is through Workplace Health & Safety Reports. These are carried out by recognised union Health & Safety Reps. Here lies the problem. There is a shortage of Health & Safety Reps throughout the workplaces, so call Louise Trayner today and ask about becoming a rep for your office. You will get fully paid time-off for training and the

## Are You Due To Retire?

If you are about to retire then please contact the Branch Office as soon as possible. The Branch have a policy of paying the one-off subscription for the retired members section for any member who is retiring, however **we need to know!**

## In Debt? UNISON Welfare can help

If you are in debt and don't know where to turn then contact the Branch Welfare Officer through the Branch Office or by email. Alternatively, phone UNISON's free and confidential debt advice service help line on 0800 3893302. This service is open 8am to 9pm Mon - Fri and 9am to 1pm on Sat.

## UNISON: A Members Only Club - Open to Everyone

Please note that you have to be a UNISON member to represent UNISON in any capacity. Recently a number of nominations have been put forward, only to be refused because the person being nominated is not a member of UNISON! Simply being employed by the Council does not automatically make you a member. We are flattered that people wish to help without being members, however this is against the rules but we will gladly send them an application form and sign them up. If anybody wishes to join UNISON then an application form is available from the Branch Office or you can download a copy from the Branch website on [www.unison-angus.org.uk](http://www.unison-angus.org.uk)

## Clear Vision and a Clear Saving

Vision Express has linked up with UNISON to offer great savings on their products and services, including £45 off complete spectacles, £5 off eye examinations and 3 months free supply of enhance™ contact lenses. Conditions apply. See the advert on Page 2 or contact the Branch Office for further details.

## WANTED: Branch Chairperson & Welfare Officer

Due to UNISON rules, our Branch Chairperson and Welfare Officer, Alan Fegen, who retired from his post in Property Services earlier this year, must give up his union posts at the next AGM in February 2004. We need new people who are willing to stand up and help themselves and others by

## Rossie School Name Change

Please note that Rossie School has changed its name to Rossie Secure Accommodation Services.

It does exactly what it says on the tin!

## Cash for CHAS

In recent collections, mainly by striking nursery nurses, the Branch has raised £100 for the Children's Hospice Association Scotland charity.

## Assessing your Work-related Stress

Work-related stress is one of the fastest growing forms of sickness. There will hopefully be a Health & Safety article about this in forthcoming issues of this newsletter. In August, the HSE served its first enforcement notice ever for failure to risk assess work-related stress, in a hospital!

Some of the Council departments have started risk assessing work-related stress. Ask your line manager when, and if, your post is being, or has been, assessed!

## Affiliated Political Fund (APF)

On the 1st November the Scottish Lab-link Forum are holding a meeting in Edinburgh City Chambers. All APF members are welcome to attend. Please contact Petra McFtridge in L&A for further details.

## Now Everyone Wants Contacts

Angus Council employees may have noticed the recent initiative to create a number of "Contacts" for the Council produced newsletter "Angus Matters". It is reassuring that UNISON are able to show the Council the best way of organising and communicating. Now only if they would listen to the serious issues!

## MORE CONTACTS WANTED

Another 2 new workplace contacts have been recruited since the last newsletter. They are:

- Patricia Greig - Social Work, Fairlie House, Kirriemuir
- Kate McCubbin - Social Work, Broomfield R C, Montrose

The network of workplace contacts is slowly starting to grow, however there are still a great number of workplaces that have no representation or contacts. I can only ask again for members to help themselves and their fellow colleagues by offering to be a contact. The workplace contact only has to aid with the distribution of local Branch literature as and when they receive it. There are NO meetings to attend apart from the AGM and you would not be asked to carry out any other UNISON duties unless you wished to become a Workplace Rep or Health & Safety Rep,

## NO EXPERIENCE REQUIRED

etc. If you are willing to help then please complete the slip and send it to the Branch Office using the FREEPOST address.

**Workplace Contact**

**Name:** \_\_\_\_\_

**Workplace Address:**  
 \_\_\_\_\_  
 \_\_\_\_\_

**Contact Phone No:** \_\_\_\_\_

You can visit the branch website

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

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