

The

May 2003

# Grapevine

UNISON

The Official Newsletter of *Angus Council Branch*

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## IN THIS ISSUE:

- Nursery Nurses Strike
- AGM in Quorate
- UNISON's 10th Anniversary
- News in Snippets
- Health & Safety FAQ's : First Aid

# NURSERY NURSES FORCED TO STRIKE

## Overwhelming Support For Action After 18 Months Of Stalling By Employers

Almost 5,000 Scottish Nursery Nurses have voted overwhelmingly to take industrial action in their long running campaign for a Scottish review and reassessment of their pay, following major changes in their jobs and responsibilities. In a 64% return over 90% voted to take strike action and action short of strike action."

"The result fully shows the strength of feeling amongst nursery nurses." Said **Carol Ball, Chair of UNISON Scotland's Nursery Nurses Working Party**. "Our pay has not been reviewed for 15 years, and our claim was submitted over 18 months ago. We have had a number of demonstrations of public support, submitted a 20,000 signature petition to the Scottish Parliament and lobbied parents, councillors and MSP's. After the latest employers rejection nursery nurses feel they have no choice but to take industrial action, to highlight our determination to achieve fair pay and address inequalities in our treatment"

Nursery Nurses will be taking a mixture of strike action and a boycott of duties added to the job over the years that have not been recognised. The campaign will start **on 20 May with a rolling programme of action**. This programme will incorporate both local and Scotland-wide action co-ordinated over a six week period by the union.

The action will mean the closure of Scotland's nurseries and nursery schools on strike days, and disruption of the overall nursery service. **Joe Di Paola, UNISON's Scottish Organiser for Local Government**, says that parents have been very supportive, and recognise the responsibilities for this lie with employers.

Locally, strike action shall currently take place on Wednesday 21st May in Angus Council Nurseries, with further action possible in June. Strike dates may differ in other authorities, with some authorities possibly closing all nurseries on days of strike action. Parents are advised to contact their child's nursery for clarification of the effects of this action. There shall also be a course of continuous action which will include:

- Non-compliance with all forms written and verbal of observation recording assessment and evaluation processes, planning and development task, and student training.
- All activities outwith normal working hours.
- All clerical, janitorial and cleaning tasks.

The Branch are asking that all members support the striking nursery nurses by any means possible. Ask yourself - Would you look after 10 pre-school children for only between £10 - 13K per year?

Remember to use the FREEPOST address for any written correspondence

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

# Health & Safety

## FREQUENTLY ASKED QUESTIONS NO. 3 – FIRST AID

The following information is taken from the HSE website at [www.hse.gov.uk](http://www.hse.gov.uk). Please bear in mind that there are no set rules about the number of first aiders required. Although the HSE provides guidance, in the main the employer is required to undertake a risk assessment to determine first aid requirements. I have highlighted parts of the guidance in bold as these correspond to queries which are raised a lot with safety reps. Please also note that some of the additional publications are available to download from the HSE website if you need further information.

### **How many first aiders do I require?**

For this question, you would need to first establish the size and nature of the business, then in most cases there is a need to describe the difference between a qualified first aider and an appointed person. You may also need to go into more detail regarding the training required and what should be contained in a training course. The relevant regulations are the Health and Safety (First Aid) Regulations 1981.

There are also a number of associated publications:

- L74, First aid at work, ISBN 0717610500, £6.75
- INDG 214, First aid at work, free for a single copy
- INDG 347 - previously INDG 215, Basic advice on first aid at work, free for a single copy

This guidance sets out the difference between a 'first aider' and an 'appointed person':

#### **First aider:**

A first aider is someone who has undergone a training course in administering first aid at work and holds a current first aid at work certificate. The training has to have been approved by HSE. (INDG 214)

Where the first-aid assessment identifies a need for people to be

available for rendering first aid, the employer should ensure that they are provided in sufficient numbers and at appropriate locations to enable first aid to be administered without delay should the occasion arise. Where 50 or more people are employed, at least one such person should be provided unless the assessment justifies otherwise. A first aider must hold a valid certificate of competence in first aid at work, issued by an organisation whose training and qualifications are approved by HSE. As first aid at work certificates are only valid for the length of time HSE decides (currently three years), employers need to arrange refresher training with re-testing of competence before certificates expire. If a certificate expires, the individual will have to undertake a full course of training to be re-established as a first aider (L74).

#### **Appointed person:**

\*An appointed person is someone you choose to:

Take charge when someone is injured or falls ill, including calling an ambulance if required;

Look after the first-aid equipment, e.g. restocking the first-aid box.

Appointed persons should not attempt to give first aid for which they have not been trained, though

short emergency first-aid training courses are available. Remember that an appointed person should be available at all times people are at work on site - this may mean appointing more than one.

Where an employer's assessment of first-aid needs identifies that a first aider is not necessary, the minimum requirement on an employer is to appoint a person to take charge of the first-aid arrangements, including looking after the equipment and facilities and calling the emergency services when required. Arrangements should be made for an appointed person to be available to undertake these duties at all times when people are at work. Even in organisations with comparatively low health and safety risks where first aiders are considered unnecessary, there is always a possibility of accident or sudden illness. It is important, therefore, that someone is always available to take immediate action, such as calling an ambulance. Employers must, in the absence of first aiders, appoint a person for this purpose, though appointed persons are not necessary where there is an adequate number of first aiders.

It should be remembered that appointed persons are not first

*(Continued on page 3)*

# AGM Report

meeting makes it to quorate

but where were the rest of you?

The Branch Annual General Meeting took place in Forfar Academy on 27th February 2003. With just over the minimum number of members we were able to properly discuss the business of the branch. Many thanks must go to the members that turned up and hopefully they enjoyed the food, the speaker, Lindsay Houghton of Thompsons Solicitors, and the briefness of the meeting, with the proceedings being complete within one hour. However, where were the rest of you? If you are still not receiving this newsletter in time to organise attendance at meetings then please contact the Communications Officer so that we can address this issue

As you can see the meeting is not long, and we also feed you. We hope to build on this small success but that is only possible with your participation.

**1 hour per year is all we ask - so.... see you next year?**

**You can Telephone or Fax the Office**

**01307 468950**

(Continued from page 2)

aiders and so should not attempt to give first aid for which they have not been trained. However, as the appointed person is required to look after the first-aid equipment and should ideally know how to use it, employers are strongly advised to consider the need for emergency first-aid training for appointed persons.

In a company with, for example 20 people, the number and type of first aid personnel would be based on an assessment. In assessing need, employers need to consider:

- workplace hazards and risks;
- the size of the organisation;
- the organisation's history of accidents;
- the nature and distribution of the workforce;
- the remoteness of the site from emergency medical services;
- the needs of travelling, remote and lone workers;
- employees working on shared or multi-occupied sites;
- annual leave and other absences of first aiders and appointed persons.

The **guidance** does give suggested numbers of first aid personnel:

Category of risk	Numbers employed at any location	Suggested no. of first-aid personnel
<b>Lower risk</b> e.g. shops, offices, libraries	Fewer than 50	At least one appointed person
	50 - 100	At least one first aider
	More than 100	One additional first aider for every 100 employed
<b>Medium risk</b> e.g. light engineering and assembly work, food processing,	Fewer than 20	At least one appointed person
	20 - 100	At least one first aider
	More than 100	One additional first aider for every 100 employed
<b>Higher risk</b> e.g. construction, chemical manufacture, slaughterhouses, extensive work with dangerous machinery or sharp instruments	Fewer than 5	At least one appointed person
	5 - 50	At least one first aider
	More than 50	One additional first aider for every 50 employed

The details in the table are suggestions only - they are not definitive nor are they a legal requirement. It is for you to assess your first-aid needs in the light of your particular circumstances.

With regards to members of the public being present on the site, these Regulations do not oblige employers to provide first aid for anyone other than their own employees. Indeed, Regulations requiring first-aid provision for members of the public cannot be made under the Health and Safety at Work etc Act 1974. But many undertakings, for example educational

establishments, health authority premises, places of entertainment, fairgrounds and shops provide a service for others, and employers may wish to include them in their assessment of needs and make provision for them. Employers should be aware that the compulsory element of employers' liability insurance does not cover litigation resulting from first aid to non-employees. However, many public liability insurance policies do cover this aspect and employers may wish to check their public liability insurance policy on this point.

**Louise Trayner - Branch Health & Safety Officer**

# UNISON'S 10th ANNIVERSARY

On the 1st July UNISON celebrates it's 10th anniversary and the Branch are hoping to have a balloon race, where the owner of the balloon which travels the furthest after four weeks shall receive a prize. The prizes shall be to the value of:

**1st - £100, 2nd - £50 and 3rd - £25**

We are intending to have a stall in the Myre Car Park, Forfar on Saturday 5th July, between 9:30 am to 12:00 noon. **The cost of entry is completely free**, however you can only enter the contest once, and you must be aged 12 or under.

**So come down and see us for the chance to win.**

You can Email the Office

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

10 Years  
1993 - 2003

# Snippets



## Branch Officers 2003 - 2004

At the AGM at the end of February, the following Branch Officers' posts were approved:

Branch Chair	<b>Allan Fegan</b>
Branch Secretary	<b>Kate Leiper</b>
Asst Secretary	<b>Pete Travis</b>
Treasurer	<b>Janet Hutchison</b>
H&S Officer	<b>Louise Trayner</b>
Communications	<b>Bob Bruce</b>
Education Officer	<b>Alan Cowan</b>
APF Officer	<b>Petra McFatridge</b>
Welfare Officer	<b>Allan Fegan</b>

All Branch Officers can be contacted through the Branch Office in the first instance. If you get an answering machine please leave a message as a response is always given as soon as possible.

## Branch Office Closed: 15th - 20th June 2003

The Branch Office shall be closed during the National Conference dates above. If there is an urgent matter then please contact Unison Direct on 0845 355 0845. Emails to the office ([office@unison-angus.org.uk](mailto:office@unison-angus.org.uk)) shall be redirected for that period and shall be dealt with as soon as possible.

## 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.

## Nominations Still Welcome

If any members wish to help in their workplace by becoming a Workplace Steward or Health & Safety Rep then please contact the Branch Office or download and complete the Nomination Form on the Branch Website.

## Moving House or Workplace?

If you are then please inform the Branch so our records can be updated. Either phone, fax or email the office or complete the small form on the Branch Website on:

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

## Car Fuel Allowances

As mentioned in the last newsletter, the Branch are currently putting together a case for negotiating the fuel allowances paid to members of staff who either use their own or a lease car for business use. The group has been gathering information from members of different departments and other employers such as TVJB. If you have any information that could assist with the case for higher rates then please contact the Branch Office as soon as possible.

## Anyone for Kirrie Cricket?

Kirriemuir Housing Visitor Alan Kerr AKA Kirriemuir Cricket Club Captain is struggling for players for this season. If you feel that you can help Alan out for a couple of innings then please contact him on: **01575 576936** or email [KerrAB@angus.gov.uk](mailto:KerrAB@angus.gov.uk).

## Lifelong Learning

UNISON are looking for members who would like to become lifelong learning reps to help our members benefit from access to educational opportunities.

UNISON and the other Unions have lobbied the Government to help working people access education and training. As a result we have received funding to develop lifelong learning reps and provide them with training and support.

Lifelong learning reps will help to overcome barriers to education and training opportunities. They will have access to union members in the work place and have similar status to health and safety reps.

If you are interested in education or helping your work colleagues, please contact Alan Cowan, UNISON Education Officer, at the Branch Office or telephone 01307 473778 for more information.

## MORE CONTACTS WANTED

There is only 1 new contact since February:

Pam Mcmillan : Housing - Sheriff Court Building, Forfar

However **WE NEED MORE!!** I am pleading for any member who is in a workplace without any UNISON steward or safety rep to offer their self as a workplace 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, etc. If you are willing to help then please complete the slip and send it to the Branch Office using the FREEPOST address.

## NO EXPERIENCE REQUIRED

**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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