

Welcome to our Spring Newsletter 2019

Update From AGM



The SEPA UNISON branch held its AGM at 16:30 on the 5th of March 2019. There was a great turnout of members and VC connections were set up bringing in many of our members across the country. Thanks to the local contacts for setting up their VC connection and locally promoting the meeting. We hope to include all offices next year. If your office was missed out and you are interested in helping your branch for next year, please get in touch with one of the branch officers.

The committee want to wish a massive thanks to our fulltime official Emma Phillips for standing in as chair and helping us out, especially since it was her birthday. We will need to work on our singing for next year!

Emma opened the meeting and notified members that the Chair, Alan Fleming and Branch Secretary, Rebecca Noon had decided to step down from their roles. Emma recognised the many years of steady leadership Alan and Rebecca had given to SEPA UNISON and on behalf of the branch and UNISON Scotland wished them well for the future.

The election of officer saw a few new faces coming on board and a reshuffle of roles among some of the current committee. A few positions were unfilled but some additional volunteers came forward in advance of our first committee meeting and the branch now has a complete, busy and active committee.

Your Branch committee for 2019 is below.

WELCOME

Thanks for picking up our new SEPA UNISON branch newsletter YOUR UNISON

You told us at AGM, you want to hear more regular updates from your branch and the work we represent you on. Over the coming year we will try some new ways of keeping in touch with you.

Inside this newsletter

- Update from AGM & Going forward
- Your Branch contacts for 2019
- C&B restructure consultation
- Branch view on - Mental Health Survey
- GDPR/ Update your contact preferences
- Member Update Form

In addition we have included an application form for any colleagues that wish to join

SEPA UNISON BRANCH COMMITTEE 2019

Name	Position
Adrian Moore	Branch Secretary
Zia Hussain	Co-Chair
Louise Giblin	Co-Chair and International Officer
Shirley Cochrane	Treasurer
Lindsey Regan	Terms and Conditions Officer & Co-Women's officer
Jim Dillon	Co Health and Safety Officer / Membership Officer
William Wilson (chemistry)	Co Health and Safety Officer
Fiona Gentle	Equalities Officer & LGBT Officer
Stuart Wilson	Communications Officer
Michael Buchan	Welfare Officer
Liz Dundas	Job Evaluation Representative
Anthony McCann	Education Officer
David Shannon	Environment Officer
Ian Mc Niven	Steward – Angus Smith Building
David Smith	Steward – Perth office
Craig Scott	Steward – ASB/Nightshift Steward

We will do some future pieces in the newsletter on some of the branch committee and on the work they are involved in. In the short term training has been organised for the new officers in May. We look forward to getting back in touch as the committee settle into their roles. We have had a few more people come forward for roles since AGM and these positions will be ratified at branch committee and communicated shortly. Look out for a welcome article to our new activists in the next Newsletter.

In addition to the Branch officers our committee also has the support of hardworking stewards. As local contacts they do the important role of representation, providing advice and providing UNISON with a presence across our sites. If your site does not have a local contact and you would like to hear some information about becoming a rep then please email the [branch secretary](#) or head to <https://learning.unison.org.uk/activist-training/> for a look.

A few more activists have come on board since AGM and we look forward to introducing them in the next update, after they complete their training.

Web: <https://join.unison.org.uk/>

www.SEPAUNISON.com

Twitter: @SEPAUNISON

C&B RESTRUCTURE CONSULTATION

UNISON is the only recognised Trade Union in SEPA and we have a formal recognition agreement with SEPA. This establishes a framework for consultation and collective bargaining. During the C&B restructure, SEPA have been consulting UNISON on certain aspects of the implementation. SEPA have made the decision to alter how they approach this area of the business. They hope that a more flexible restructuring process will cause less disruption than if all C&B staff had been displaced.

To consult more effectively UNISON have established a C&B subcommittee within the branch made up from C&B union activists and branch officers. The subcommittee are working very hard to ensure the process of change causes as little disruption to our members as possible.

This early engagement and consultation is important. The branch and SEPA have retained a clear understanding that this engagement will never compromise the branches responsibility to ensure we protect the terms and conditions, job security, equality and health and safety of our members.

The branch and its activists be on hand to listen to your views and feedback to C&B management if you encounter any issues during this period of change. SEPA has provided a number of channels for staff to feedback on the change and the branch also encourage members to feedback through their local representative. The branch will use the feedback to inform our approach to the continuing consultation process.

Local workplace meetings will be organised across our offices to stay in touch and ensure visibility across our sites.

All of your local contacts are listed on our SEPA UNISON webpage;

<https://www.sepaunison.org/Contacts.html>

MENTAL HEALTH SURVEY

The staff survey carried out in October 2017 raised concerns about the mental wellbeing of SEPA staff. With the amount of change in the organisation since then, the branch felt it was important to get another survey sent to staff with a focus on mental health.

SEPA in agreement sent a mental health survey to all staff that closed in December 2018. Over the last few weeks UNISON has been reviewing the findings in conjunction with management. The branch was keen that our H&S officers reviewed the free text comments and the results in conjunction with management.

The CEO communicated the headline results and the full survey has now been released. We look forward to working with management to identify areas where you can be better supported. We look forward to hearing your views and thoughts on the results, so that we can incorporate them into a branch, mental health action plan.

The branch will be supporting training for our new Branch Welfare officer Michael Buchan in May. We look forward to getting Michaels input alongside our H&S officers, when he completes his training.

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UPDATE YOUR CONTACT PREFERENCES

One of the pieces of feedback from AGM was that you want communications to be improved. This has been backed up by on the ground feedback which your local activists have raised at our committee meetings. The branch has planned a number of ways to do this. This newsletter and more frequent workplace meetings are a few of the ways we hope to do this.

In particular we feel there is a benefit to contact you by email. It means we can rapidly update on any developments, circulate this newsletter digitally and hopefully, work towards having the capability to run consultative ballots electronically.

To do this we need to ensure we have your permission to contact you by email and that we have details which are up to date. To do this we ask that members complete the Member update form attached below and return by internal mail/email to Membership Officer James Dillon at SEPA ASB.

Finally thanks for reading and be sure to let your local rep know what you thought of your newsletter and if you have ideas for what you would like to see in the future.

If your fellow member has not received this newsletter by email then please get them to fill in the contact sheet below



MEMBER UPDATE OR MISSING INFORMATION FORM

We want to make sure we hold correct information. We would be grateful if you would complete all sections of the form below and return by email or internal mail to James Dillon @ SEPA ASB.

Title: Mr/Ms/Mrs/Miss/Other:	NI Number:
Name:	
D.O.B:	Contact Telephone No:
Address: _____ _____ _____	
Postcode:	E-mail:

Employer Name:
Workplace Name:
Workplace Address: _____ _____ _____

Job Title: <small>please do not use abbreviations</small>	Payroll Number:
Department:	Gross Annual Salary: (Essential for Direct Debit Payers)
We would like to contact you to do e ballots and about trade union activities, campaigns and services. By ticking this box you are giving consent for UNISON to use your contact details <input type="checkbox"/>	
Signed:	Date:

Web: <https://join.unison.org.uk/>

www.SEPAUNISON.com

Twitter: @SEPAUNISON

JOIN UNISON ESSENTIAL COVER WHEREVER YOU WORK

We use this address to send you information core to your membership such as your membership pack, UNISON election information and any information relating to ballots if relevant

We use this to contact you about Trade Union activities and services

This information helps us to see if you were previously a member

This information helps us find the best UNISON branch to support you and represent your needs

Your subscription rate is determined by how much you earn

1 Tell us about you

Title First name

Last name

Home address

Postcode

Email

Phone number (indicate home, work or mobile)

Email Text Phone

By ticking these boxes, you are giving your consent for UNISON to contact you by these means about how we campaign on your behalf.

National insurance number

Date of birth

2 Tell us about your job

Employer's name

Your job title or occupation

Workplace name and address

Postcode

3 What you will pay each month

Please tick the appropriate box for your earnings before deductions

Annual pay	Core subscription	£14,001 – £17,000	£9.70
£0,000 – £2,000	<input type="checkbox"/> £1.30	<input type="checkbox"/> £17,001 – £20,000	<input type="checkbox"/> £11.50
£2,001 – £5,000	<input type="checkbox"/> £3.50	<input type="checkbox"/> £20,001 – £25,000	<input type="checkbox"/> £14.00
£5,001 – £8,000	<input type="checkbox"/> £5.30	<input type="checkbox"/> £25,001 – £30,000	<input type="checkbox"/> £17.25
£8,001 – £11,000	<input type="checkbox"/> £6.60	<input type="checkbox"/> £30,001 – £35,000	<input type="checkbox"/> £20.30
£11,001 – £14,000	<input type="checkbox"/> £7.85	<input type="checkbox"/> £35,001 – and over	<input type="checkbox"/> £22.50

This information tells us whether you wish to contribute an additional 5% towards UNISON's campaign fund

Help UNISON make a difference

Will you help UNISON stand up for its members, and speak out publicly on the issues that affect you? You can do this by giving an additional 5% voluntary contribution a month to our campaign fund. Please tick your preference below:

Campaign Fund

The campaign fund promotes better public services, enables the union to talk with politicians of any party about the work our members do and supports the union's equalities work.

UNISON Labour Link

Labour Link campaigns within the Labour Party locally and in Parliament for UNISON policy on the NHS, your employment rights and for quality public services.

No thank you

I do not wish to contribute to campaigning at the moment. (Those who choose not to opt in will not be disadvantaged in any way as compared with members who do opt in.)

I don't wish to contribute at the moment, but you may contact me to tell me more.

This information is standard Direct Debit mandate information

Instruction to your bank or building society to pay by Direct Debit



Please complete the form and send it to: UNISON Freepost (no other address needed)

Name and full postal address of your bank or building society

To the manager bank / building society

Address

Postcode

Name(s) of account holder(s)

Account number

Branch sort code

Office use only

Service user no. 9 7 0 0 5 0

Office use only

Membership number

Please pay UNISON Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Signature

Date

Banks and building societies may not accept Direct Debit instructions for some types of account