

Branch Meeting

**Thursday
28th
October
6.30 p.m.**

STUC
333 Woodlands Road
Glasgow
G3 6NG



Regional Officer Michael Fuller in a light-hearted moment during his tribute to legal officer Janette Swanson

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- **Branch elections results**
- **Janette Swanson**
- **Work stress**
- **New dispute laws**

Agenda for Change - it's your choice

The amicus NHS Committee met late last month to discuss the union's position with regard to Agenda for Change. The Committee decided by a large majority to proceed with a second ballot on the amended offer. It was also agreed that the union would hold a third ballot following the outcome of discussions on the on-call review and the unsocial hours payments. The Agenda for Change package which consists of a new grading and pay system along with new harmonised terms and conditions (hours of work,

annual leave etc) is being put to the amicus membership without a recommendation on whether members should vote in favour or against.

The ballot timetable is as follows:

- Ballot papers issued—21st October 2004
- Closing date of ballot—11th November 2004
- Result declared—12th November 2004

All Branch members are encouraged to participate in the ballot.

Doubts over Agenda for Change process in Scotland

Senior amicus lay representatives in Scotland are expressing doubts over alleged behind the scenes meetings about Agenda for Change (AfC) in Scotland. According to these reports, two senior Unison officers met with newly appointed Health Minister Andy Kerr. At this meeting, they advised him that AfC could be implemented in Scotland by the end of March 2005! In view of the numbers of NHS staff employed in Scotland and the complexity of the

task, this would only be possible if the AfC process were treated as an assimilation exercise using generic job descriptions. Such a process would seriously disadvantage amicus members many of whose jobs are both individual and highly complex.

The main questions being asked are:

Why are Unison being allowed to set and dominate the agenda?

Why isn't amicus having frequent meetings of senior reps to discuss these and related matters?

Contacts

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Secretary	Maureen Jenkins	0141 201 3044
Treasurer	Richard Shaw	0141 201 0412
Vice-chair	Helen McFarlane	0141 211 0800
Assistant Secretary	Vacant	
Safety Officer	Derek Anstee	0141 211 2128
Women's Officer	Helen McFarlane	0141 211 0800
Newsletter Editor	James Ito	0141 201 0798



Branch elections

In accordance with the new rule book of amicus, the Branch held elections at the September meeting. Those elected will serve for a two year period commencing 1st January 2005. All of the Branch officers were re-elected and therefore listed on the front page of the Newsletter. The following were elected to the Branch Committee: Bill Davis, Ian Forbes, Jim Mackay, Jim Ito, Tom Holmes, Marlene Barrie, Bill Goudie and Helen McDermott. Jim McKay and Bill Davis were elected as auditors and John Black and Jimmy Anderson as trustees. In accordance with our normal practice, the full audited Branch accounts will be presented to the November meeting.

Janette Swanson

After more than a quarter of a century service to the union, Janette Swanson has opted to take advantage of the amicus voluntary redundancy package. Many members will remember Janette from the days when she was secretarial assistant to the then full-time officer Gordon Craig and subsequently to Michael Fuller. Latterly, Janette was employed by the union as a legal officer. At Janette's leaving do, the Branch was represented by Donald Sime, Tom Holmes, Marlene Barrie and Jim Ito. Janette was presented with a bouquet of flowers and a necklace and earring set as a token of the Branch's appreciation.

Work stress linked to heart attacks

An international study of 29,000 people in 52 countries has found that long-term work related stress makes it twice as likely that an individual will have a heart attack. The group was divided equally between people who had had a heart attack and a matched control group. Twice as many of the heart attack group had experienced permanent stress at work compared to the control group.

New rules on dismissal and grievance

With effect from the 1st October, new statutory rules came into place regarding dismissal, disciplinary and grievance procedures. In essence the new procedures force employers to follow a fair procedure before dismissing or taking certain disciplinary actions. Failure to do this will increase compensation awarded by an industrial tribunal by up to 50%. Equally, the new procedures force employees to follow set procedures or risk having their compensation reduced by up to 50%. If members or representatives are in any doubt on the above issues, please contact your full-time official.

Branch Meeting Thursday 28th October

1. Apologies for absence.
2. Minutes of previous meeting and arising.
3. Correspondence.
4. Reports.
5. Discussion: directly elected Health Boards
6. Motions.
7. A.O.C.B.

The next meeting of the Branch will be held on Tuesday 24th November at 6.30 p.m. All meetings are held in the Scottish Trade Union Congress, 333 Woodlands Road, Glasgow G3 6NG. (Tea, coffee & biscuits 6.15 p.m.)



GOAL ONE: IMPROVE COMMUNICATION. I CAN'T; I'M TOO DUMB.