

SCOTLAND'S WORKERS

DEMANDING

BETTER

STUC CONGRESS 2023

CONGRESS PROGRAMME & GENERAL COUNCIL REPORT

MONDAY 17TH APRIL - WEDNESDAY 19TH APRIL 2023
CAIRD HALL, DUNDEE

stuc

**CWU wishes President Pauline Rourke,
delegates, and those participating in
the 126th STUC Annual Congress a
successful and enjoyable event.**



**STANDING IN SOLIDARITY
WITH ALL WORKERS IN
DISPUTE**

**Dave Ward - General Secretary
Craig Anderson - Regional Secretary Scotland
Michelle Reid - Hay Regional Chair Scotland
Email: scotlandregion@cwu.org
Twitter: [@cwu_scotland](https://twitter.com/cwu_scotland)**

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**“ONLY THROUGH
BUILDING COLLECTIVE
STRENGTH CAN WE
ENSURE OUR DEMANDS
ARE MET.”**

GENERAL SECRETARY'S INTRODUCTION



Rozanne Foyer
STUC General Secretary

Welcome to the 126th STUC Annual Congress, which falls at a crucial time for our class in the midst of a cost-of-living emergency when our trade union movement has been at the forefront of fighting for pay and economic justice.

This year our theme is **“Scotland’s Workers Demanding Better”** which reflects the amazing actions that have been taking place across Scotland, with so many of you organising and joining together in our workplaces and communities to say that enough is enough and to demand better of our governments and employers.

The STUC team has been working hard to bring together a Congress this year that will celebrate all the hard won victories that have been achieved by workers in struggle over the past year but that also reflects a continued period of unparalleled challenges for working people. We need those challenges to be addressed much more effectively by our governments both here in Scotland and the UK. But to force governments to act we must organise like never before. Only through building collective strength can we ensure our demands are met.

We submit this year’s STUC General Council Report to you in a spirit of determination, solidarity and absolute unshakable pride in our members. Despite the sacrifices and injustices, we are facing, despite the huge failings of our governments and our economy to support us through

difficult times, we are growing in strength, and when workers are coming together and fighting back we are winning.

Over the past year we have stood shoulder to shoulder with our members who are taking action across the economy and we have said repeatedly your fight is our fight, your struggle is our struggle and wherever workers are standing up together, you will have the support of our whole movement.

We have stood united, firm in our resolve to campaign for pay justice. We have used the platform provided by the widespread industrial unrest to argue for an economy where workers get their fair share, and the wealth is redistributed to those who need it most and into the key public services we all need.

As well as calling our governments to action, we have called out the bosses, the billionaires and the multinationals who have continued to make record profits while the rest of us have faced the fastest fall in living standards since records began. We will continue to educate, agitate and organise around the need for those at the top to be made to reinvest those profits into a fairer society.

These values have also been reflected in our continued campaigning for a genuine Just Transition to a net zero economy. We believe in a Just Transition that puts the needs of workers and communities first and delivers on a strategy for building local supply chains and sustainable green jobs here in Scotland.

Similarly we have campaigned hard for a truly transformative National Care Service and called for a halt to the current NCS plans until they are fit for purpose. We are committed to see a National Care Service that is built on a not for profit model, on collectively bargained pay and conditions for the workers, and on high quality services for the users.

Yet, although our focus has been largely on addressing our own members' struggles here, we have rightly remained mindful of struggles beyond our borders and on the need to extend our solidarity internationally.

We have seen the shocking plight of the Ukrainian people in a conflict that has continued to escalate over the past year. We have witnessed the women of Iran rising up against a brutal and oppressive regime that refuses to recognise their human rights. We've also seen the people of war-torn Syria and Turkey hit by earthquakes that have killed thousands, with relief efforts struggling to get aid through. These are just a few examples of the struggles that ordinary people around the world are facing, and we remain mindful that we are part of a global struggle for a fairer society and it is our duty to raise awareness of these wider issues.

Our Congress will continue this focus and host an international session on the global supply chain in the garment industry. The session will highlight some of the serious struggles that workers in sister trade unions are facing in Sri Lanka and elsewhere across the world, as well as asking what more our movement can do to support them.

Just like so many other groups of workers, our STUC staff team have undertaken a huge



amount of work with a small amount of resources. They have also worked through a wide range of increased external pressures. I would therefore like to take this opportunity to pay tribute to every member of our team as they have shown an outstanding level of commitment, team spirit, resilience, and passionate dedication to our movement.

This has enabled us to effectively deliver the General Council's priorities in what continues to be extremely difficult times for all. It is an absolute privilege to work alongside each and every one of them.

Finally, I want to thank all of the trade union workplace representatives, activists, and officials across Scotland who have continued to work tirelessly, beyond all normal boundaries, to protect and defend our members in their workplaces and fight for a better future for our communities.

I want you to know that the STUC will work tirelessly by your side to help build and grow our movement and to support workers in struggle. I could not be prouder to work with all of you and my message to you is to keep going and never give up on your demands for positive change.

Your efforts are making a massive difference across Scotland because when working people come together, stand up and fight back together, we can and do change our society for the better.

A handwritten signature in black ink, which appears to read 'Margaret Jones'. The signature is written in a cursive, flowing style.

“I WANT YOU TO KNOW THAT THE STUC WILL WORK TIRELESSLY BY YOUR SIDE TO HELP BUILD & GROW OUR MOVEMENT AND TO SUPPORT WORKERS IN STRUGGLE.”

THIS YEAR'S PRESIDENT



Pauline Rourke
STUC President 22/23

Pauline Rourke is a CWU senior lay official elected to her role as Assistant Secretary and Retail Secretary of the CWU Edinburgh Dundee and Borders branch.

As Chair of the CWU Scottish Political Forum for over 12 years, Pauline works collectively with CWU representatives in both the telecoms and postal industries.

A life-long trade unionist, Pauline joined in 1979 on her first day working at the Post Office which separated in 1981 under the British Telecommunications Act.

With over 20 years' experience as a CWU representative, Pauline has successfully defended workers, winning legal battles and fighting to improve workers conditions and pay.

Pauline is a former member of the STUC Women's Committee and is a passionate champion of equal rights in the workplace and society, focusing on support for and the development of women into leadership. In 2015, Pauline was awarded the STUC Meritorious Award in recognition of outstanding work in the trade union movement.

Pauline was born in Dundee in 1961 and is a proud Dundonian having always lived in the city. She lives with her partner Neil and her Italian Spinone dog Luca. When not out defending members and campaigning for equality Pauline enjoys walking the dog and socialising with friends.

Pauline was elected onto the STUC General Council in 2011.



TRADE UNION DELEGATION VISIT TO SRI LANKA

GUIDE TO CONGRESS

ARRANGEMENTS

This section provides delegates with useful information relating to Congress 2023.

If you require any assistance during Congress, please visit the STUC Reception at the main door and speak to a member of STUC staff.

Please note that there are no scheduled comfort breaks.

MONDAY
17TH APRIL

10:30 am - 12:30 pm

2:00 pm - 5:30 pm

TUESDAY
18TH APRIL

9:00 am - 12:30 pm

2:00 pm - 5:30 pm

WEDNESDAY
19TH APRIL

9:00 am - 12:30 pm

2:00 pm - 4:00 pm

STANDING ORDERS COMMITTEE

The Standing Orders Committee (SOC) members are Willie Docherty (Unison) (Chair), Jackson Cullinane (Unite the Union) and Kevin Buchanan (GMB). The Secretary is Linda Somerville, STUC Deputy General Secretary.

The Final Agenda, together with a note of Composites and Amended Motions, will form the basis for discussion and debate at Congress. The Order of Business outlines daily debates.

It should be noted that this is a guide only and that there requires to be some flexibility in relation to the order of debate.

The Chairperson of the Standing Orders Committee will report during the first Congress session and as appropriate throughout the period of Congress. The Standing Orders Committee, along with the President, will endeavour to ensure that as much of the Congress business as possible is taken as detailed in the Order of Business.

The Standing Orders Committee has initiated a number of changes to the Order of Business in order to maximise the time available for debate of motions, as follows:

- limitation on the number of guest speakers;
- shortening one or more of the sessions not devoted to debate of motions; and
- removal of the morning and afternoon coffee breaks.

All debates are time blocked and should conclude within the time stated. Please note the following:

Where a particular Motion or Motions are not debated because there is insufficient time, the Order of Business for the following sessions will not ordinarily be amended, and left-over Motions will be allocated to a session on the Wednesday afternoon.

As with existing practice, in the event of a time block debate not taking its full time slot, delegates should be aware that Motions could be brought forward from other parts of the Order of Business. Delegates should be prepared for this contingency.

The Standing Orders Committee will recommend to Congress, at the outset, that speaking times be 5 minutes to move a Motion, 3 minutes to second and 3 minutes for subsequent speakers. However, further guidance in this regard will be included in the first Standing Orders Committee Report.

The co-operation of Congress delegates in keeping to their allotted speaking times would be appreciated.

Throughout the course of the Congress, affiliated organisations will be notified by the Standing Orders Committee of the arrangements for compositing meetings. Meetings with the Standing Orders Committee will take place in the Artists Lounge.

Congress business will be updated and newly agreed Composites and/or amended Motions circulated for relevant sessions.

Suspension of Standing Orders

Standing Orders will be suspended at appropriate times to allow for Special Addresses and presentations to be made throughout the period of Congress, including addresses by fraternal and sororal delegates.

Emergency Motions

Emergency Motions should be submitted to the Standing Orders Committee no later than **3.00 pm on the Monday**.

The Chair of the Standing Orders Committee will report upon the competency of such Motions and the President of Congress will advise when these will be scheduled into the Order of Business.

General Council Report

The President will seek the endorsement of Congress for the General Council Report at the end of the Congress business.

Financial Statement

The Financial Statement and Treasurer's Report shall be submitted on Wednesday during the Private Session.

Ballots

Nominations for election to the General Council and Standing Orders Committee appear in the Final Agenda. There are no ballots for either the General Council or Standing Orders Committee.

There is therefore, also no requirement to appoint Scrutineers.

Any card votes will be counted by the Tellers.

Distribution of Materials

No materials may be distributed in the Congress Hall without permission of the Standing Orders Committee.

Location of SOC Office

The Standing Orders Committee Office is located in the Artists Lounge within the Caird Hall.

VOTING CARDS

Delegation Leaders will have received three separate coloured and numbered Voting Cards in advance of Congress.

Each Voting Card will detail the name of the affiliated organisation and the numerical strength of the Card Vote.

Delegation Leaders should keep the Voting Cards in their possession throughout the duration of Congress.

TELLERS

Congress will require to approve the suggested list of Tellers, as listed below. The main duties of the Tellers throughout the sessions will be to distribute Congress business and count any card votes.

Dee Matthew, EIS;
Tommy Robertson, GMB;
Sharon McLean, PCS;
Conor Cheyne, National Union of Rail, Maritime and Transport Workers;
Jack Faulds, Union of Shop, Distributive and Allied Workers;
Daniel Reid, Union of Shop, Distributive and Allied Workers;
Stuart Graham, UNISON
Alex Kennedy, Unite

It is recommended that Alex Kennedy act as Chair of the Tellers.

DELEGATE REGISTRATION

Registration on the first day of Congress will be in the foyer of the Caird Hall at the STUC Reception Desk, between 9.45 am and 10.15 am.

A Conference Pack will be issued on production of your delegate credential card. If you leave the Caird Hall, you will be required to present your credential card to the stewards to gain access.

Delegates will have access to the auditorium of the Caird Hall from 9.45 am on the Monday morning.

EVALUATION

All delegates will receive a link to complete the Evaluation Survey shortly after the close of Congress on Wednesday.

Delegation Leaders are asked to encourage their delegations to complete the survey as soon as possible.

If you do not receive a link to the survey, please contact lireland@stuc.org.uk for further assistance.

EQUALITY MONITORING

All delegates will also receive a link to the Equality Monitoring Survey. It is an anonymous survey which does not ask for personal details and you cannot be identified from your response.

This survey helps us to identify any current or future needs and any possible barriers to accessing Congress, as well as checking that our events are representative of the wider trade union movement in Scotland.

THE CAIRD HALL, DUNDEE

The Venue

Congress will take place in the auditorium of the Caird Hall. The Exhibition will be located in the Marryat Hall and in the corridors surrounding the auditorium. Further details of organisations taking part in the Exhibition can be found on page 16. Wifi is available throughout the venue. The password is: dccwifi

Food & Drink

Delegates can purchase light snacks and refreshments from the cafe bars located in the foyer and the Marryat Hall within the Caird Hall.

Several other food and drink outlets are located directly outside the main doors of the Caird Hall in the City Square and on the surrounding streets.

Visitors' Access

Visitors' seating will be available on the ground floor within the auditorium.

Accessibility

The Caird Hall is fully accessible. Sign Language interpretation and live captions will be available on the large screen within the auditorium throughout Congress business.

First Aid

Anyone requiring First Aid should speak to a member of the Caird Hall team.

Fire Safety

No fire alarm test is planned during Congress. If the fire alarm sounds, please follow the directions of Caird Hall stewards, evacuate using the nearest available safe exit, and report to the assembly point.

Mobile Phones

Mobile phones should be on silent and delegates are asked not to take calls within the Congress Hall.

GREETINGS TO STUC DELEGATES



www.rmt.org.uk

General Secretary: Mick Lynch

President: Alex Gordon

Fighting for Scottish higher education



UCU – the largest union in Scottish higher
education. Representing academic and
professional support staff.

www.ucu.org.uk



**Celebrating over 40 years of standing up for
workers' rights and access to justice for all**

CONGRESS GREETINGS

Thompsons Solicitors Scotland are proud to have served the trade union movement in Scotland for over 40 years.

Across the UK, Thompsons Solicitors has been standing up for the injured, discriminated and mistreated since Harry Thompson founded the firm back in 1921. We have fought for millions of people, won countless landmark cases and secured key legal reforms.

We will always apply the full force of the law to secure justice for victims of industrial wrong.

And when the law is wrong; Thompsons campaign to change it.

Call 0141 566 6899

Visit TalkToThompsons.com



FRINGE MEETINGS

**Monday 17th April
12.30 pm**



Scottish CND

Anti War Trade Union Network Fringe Meeting

**Monday 17 April
12.30 pm
Committee Room 2, City Chambers**

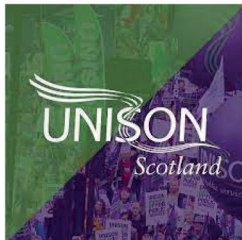
Why Trade Unionists should be Anti War!

Invited speakers:

Shelley Asquith, Stop the War U.K. Chair
Stop the War Scotland representative
Scottish Peace Network representative

All welcome!

Refreshments provided



**Monday 17 April
12.30 pm
Committee Room 3, City Chambers**

Making Public Procurement Ethical

Come and hear why UNISON and the TUC are campaigning for a new corporate regulation to protect people and the planet; how it could be applied to help make public procurement more ethical and what role you can play to make it a reality.

Speakers include:

Evie Clarke, Policy and Campaigns Officer
at Corporate Justice Coalition
Gemma Freedman, International Officer, UNISON
Chris Law MP
Peter Hunter, UNISON Scotland (Chair)

STUC 'PEOPLE'S RECOVERY' TRADE UNION POLITICAL EDUCATION PROGRAMME LUNCHTIME FRINGE



**MONDAY, 17 APRIL @ 12.30PM
COMMITTEE ROOM 1, CITY CHAMBERS**

There is a growing collectivism among workers. Workers are leading strikes and engaging in broad-based working-class campaigns around the cost of living. But how do we build political education in our movement to translate high levels of solidarity and activity into the growth of an educated and organised working class?

REFRESHMENTS PROVIDED

www.stuc.org.uk

Monday 17th April
5.30 pm



Defend the Right to Strike - Fighting the Minimum Service Levels Legislation

Monday 17 April
5.30 pm
Committee Room 1, City Chambers

Chair: Sarah Woolley (General Secretary, BFAWU and Co-Chair, CTUF)


Speakers include:

- Mick Lynch (General Secretary, RMT)
- Steve Gillan (General Secretary, POA)
- Fran Heathcote (President, PCS)
- Prof. Keith Ewing (tbc)
- Colin Brown, FBU

Light refreshments provided

Fringe Meeting
Monday at 5.30pm

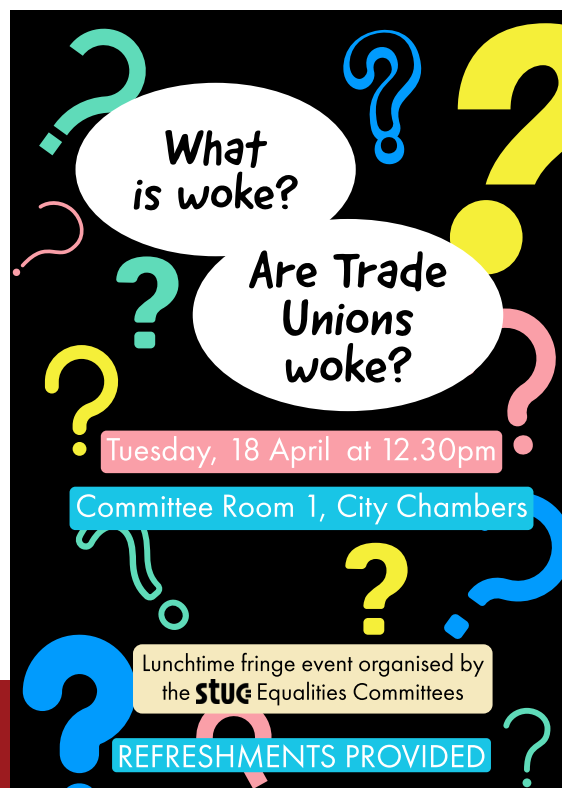
Scottish Union Learning



Fair Work:
Organising through Learning

Committee Room 2
City Chambers

Tuesday 18th April
12.30 pm



What is woke?

Are Trade Unions woke?

Tuesday, 18 April at 12.30pm

Committee Room 1, City Chambers

Lunchtime fringe event organised by the **stuc** Equalities Committees

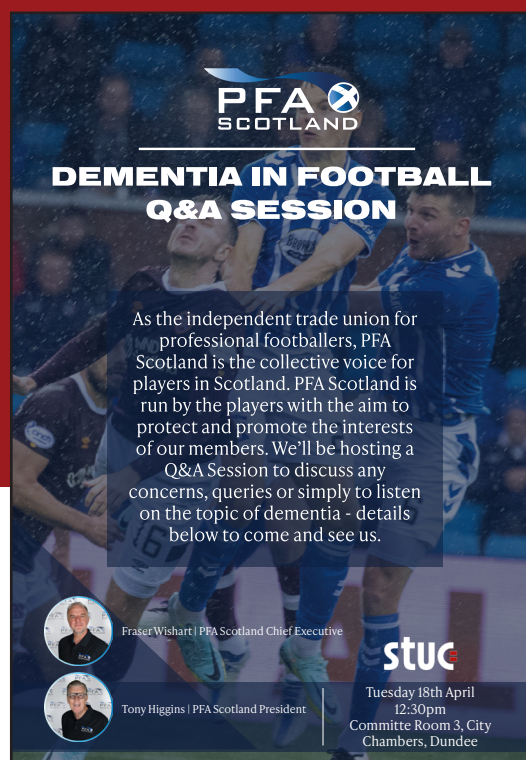
REFRESHMENTS PROVIDED

RESISTING PRECARIETY: ORGANISING IN A COST OF LIVING CRISIS

WITH SPEAKERS WHO ARE
ORGANISING AGAINST PRECARIOUS
WORK, FOOD AND HOUSING.

LUNCH AVAILABLE.

BETTER THAN ZERO
STUC CONGRESS FRINGE EVENT
BALCONY BAR/CAFE AREA
TUESDAY APRIL 18TH 2023
12:30 - 2:00



PFA SCOTLAND

**DEMENTIA IN FOOTBALL
Q&A SESSION**

As the independent trade union for professional footballers, PFA Scotland is the collective voice for players in Scotland. PFA Scotland is run by the players with the aim to protect and promote the interests of our members. We'll be hosting a Q&A Session to discuss any concerns, queries or simply to listen on the topic of dementia - details below to come and see us.

Fraser Wishart | PFA Scotland Chief Executive

Tony Higgins | PFA Scotland President

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Tuesday 18th April
12:30pm
Committee Room 3, City Chambers, Dundee



IER
Institute of
Employment
Rights

**The fight for wages and trade union
rights: a fight for democracy and for our
communities**

Tuesday 18 April
12.30pm
Committee Room 2, City Chambers

Speakers: Sylvia Stewart (UNITE)
Ann Joss (RMT)
Ben Chacko (Editor Morning Star)
Ben Sellers (Director IER)
Chair: Phil McGarry

Buffet by courtesy of Unite

Tuesday 18th April
5.30pm

STUC 2023 FRINGE MEETING

UNIONS AGAINST RACISM

TUESDAY 18TH APRIL, 5.30PM
COMMITTEE ROOM 1, CAIRD HALL



Public Service v Private Profit & the Case for a People's Calmac

Tuesday 18 April
5.30 pm

Committee Room 2, City Chambers

Like other public sector workers CalMac's ferry workers deliver lifeline ferries in the West of Scotland, in an increasingly hostile political environment. Supporters of ferry privatisation and unbundling are using the ferry procurement fiasco to attack public ferry services and the terms and conditions of these key workers.

We need a publicly owned people's CalMac to secure reliable and resilient services provided by workers covered by good collectively bargained terms and conditions. This fringe will be of interest to all those making the case for public ownership against privatisation and outsourcing. Join the debate on delivering a positive future of publicly owned and operated ferry and public services.

Chair: Dr Jeanette Findlay (Glasgow University)

Speakers include:

Mick Lynch (RMT General Secretary), Gordon Martin (RMT Regional Organiser), Katy Clark MSP (Labour, West of Scotland), Ross Greer MSP (Green, West of Scotland TBC)

SNP Speaker TBC, Micky Smyth (Nautilus International)

Free Food & Drink

Wednesday 19th April
12.30pm



Fringe meeting: sponsored by UNISON Scotland

The National Care Service

Kicked into the long grass, or a welcome pause for improvements?

Introduced by Lilian Macer, UNISON Scotland Convenor

Speakers:

Nick Kempe, co-author of 'Caring for All' and Convenor of the Care Reform Group

Audrey McCabe, UNISON, Social Care Worker

Wednesday 19 April 12.30pm-2.00pm
Committee Room 1, Caird Hall

Lunch/refreshments provided

STUC Fringe Meeting
Weds 19th April 12:30 – 14:00
Committee Room 2, City Chambers

USING SCOTLAND'S POWERS BETTER

What significant policy changes – in taxation, land, industrial and economic policy, assets, energy, public services and more – should we be pressing the new First Minister and the Scottish Government to act on, starting now?

With speakers **CRAIG DALZELL** of **Common Weal** and others, including key SNP politicians and trade unionists.



Allan McDougall

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The Scottish Women's Convention

**Send Best Wishes & Congratulations
to Pauline Rourke, STUC President
& to all Delegates
for a Successful Conference.**

www.scottishwomensconvention.org

**Agnes Tolmie,
SWC Chair**

**Susan McKellar,
SWC Manager**

@SWCwomen



FIGHT FOR £15

GMB

SCOTLAND

GMB Scotland's campaign for a £15 an hour social care minimum wage

GMB Scotland Welcoming Delegates to the 126th STUC Annual Congress

Louise Gilmour
GMB Scotland Secretary

Jim Lennnox
GMB Scotland President

**IT'S TIME TO VALUE WORKERS
IN THE CARE SECTOR**

www.gmbScotland.org  /GMBScotland  @GMBScotOrg  @GMB_Scotland

pcs | Public and
Commercial
Services Union

**PROTECT
THE RIGHT
TO STRIKE**

PCS sends solidarity greetings to
all delegates attending the 126th
Annual Congress of the STUC

Mark Serwotka | **Fran Heathcote** | **Cat Boyd**
General secretary | President | National Officer

 www.pcs.org.uk  @pcs_union  @PcsUnion

Scottish
Labour  Unions

Greetings to all delegates
at the
STUC Congress 2023



THE CONGRESS EXHIBITION

The Congress Exhibition is located in the Marryat Hall and the corridors surrounding the auditorium.

Over 34 affiliates, organisations, and campaigns are joining us this year and we encourage all delegates to take some time during Congress to visit the stalls.

ACTSA SCOTLAND

ACTSA Scotland campaigns for justice and development in Southern Africa and encourages links with the region.

This includes running stalls selling fairly traded craft goods from Southern African community groups. We welcome affiliations from trade unions at all levels.



We also work closely with the Nelson Mandela Scottish Memorial Foundation in raising funds for a permanent memorial in Scotland to Mandela, his links with Scotland and his legacy and lessons for all who value social and racial justice. School material is already in use, and the statue itself will be a focus for wider public educational work.

Contact: John.Nelson@actsascotland.org.uk

ALLAN MCDUGALL SOLICITORS

Allan McDougall Solicitors have been working for trade union members throughout Scotland since the 1930s. We have an enviable reputation for excellent client service and outstanding results.



We take personal injury claims very personally indeed. We handle over a thousand cases each year, recovering millions of pounds in compensation for injured people.

When work isn't working out, we have the employment law expertise you need, from

unfair dismissal to settlement agreements to discrimination cases.

We can also help you navigate life's ups and downs in family matters, such as separation and divorce, care arrangements for children, and cohabitation.

ASBESTOS ACTION

Asbestos Action is a Scottish charity set up to assist sufferers of asbestos related diseases and their families.



AsbestosACTION

We are a voluntary, not-for-profit organisation providing practical and emotional support as well as benefit advice and sign posting. Asbestos Action is here to offer a holistic and person centered approach when assisting those with an asbestos related disease.

BETTER THAN ZERO

Better Than Zero - Scotland's Campaign Against Precarious Work.



Fighting against bad bosses, zero hour contracts and precarious work since 2015. Come to hear more about the campaign, get some materials and sign up to get involved.

BOOKMARKS BOOKSHOP

Bookmarks is the TUC's official bookseller. We stock every book an activist could want. Our range of books cover trade unionism, labour history, politics, economics, the environment, black struggles, women, LGBT+ and much more.



The massive anti-union booksellers like Amazon can offer all sorts of discounts that smaller, independent shops can't match. But they do so by attacking their own workers, avoiding corporation tax and squeezing authors and publishers - that's not how we operate. Get your books from Bookmarks, the socialist bookshop.

CAMPAIGN AGAINST ARMS TRADE

Campaign Against Arms Trade (CAAT) is a UK-based organisation working to end the international arms trade. The arms industry has a devastating impact on human rights and security, and damages economic development.



In Scotland, CAAT works with activists and organisations to highlight Scotland's role in the UK's arms industry and bring an end to public funding for arms companies that profit from conflict and destruction around the world.

COMMUNICATIONS WORKERS UNION

The CWU is in the fight of our lives. We have had to experience the most vicious attacks on a trade union since Thatcher. But our members will always fight to save the Postal Service from further decline.



Please visit our stall to show your solidarity and see how we are fighting back.

EDUCATIONAL INSTITUTE OF SCOTLAND

The EIS is a trade union for teachers, lecturers and associated professionals in Scotland.



It works to advance the interests of

members and the promotion of sound learning.

FAIRWORK CONVENTION

The Fair Work Convention has been in place since April 2015 and acts as an independent advisory body to Scottish Ministers.



The Convention's vision is that, by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.

INSTITUTE OF EMPLOYMENT RIGHTS

The IER exists to inform the debate around trade union rights and labour law by providing information, critical analysis, and policy ideas through our network of academics, researchers and lawyers.



We were established in February 1989 as an independent organisation to act as a focal point for the spread of new ideas in the field of labour law. In 1994 the Institute became a registered charity.

JIMMY REID FOUNDATION

The Jimmy Reid Foundation is a think tank which brings together different voices from across the left in Scotland to make the case for economic, environmental, political and social equity and justice in Scotland and further afield. In doing so, the Foundation seeks to build on the legacy that Jimmy Reid left us.



LIGHTHOUSE FINANCIAL ADVICE

Help your members achieve their



financial aspirations.

Whether investing to save for retirement or a rainy day, putting some protection in place for family or getting advice on your mortgage, speaking with Lighthouse Financial Advice can help you and your members to turn these complex issues into a personalised plan.

Why not ask us to organise a financial planning webinar or telephone surgery for your members.

Lighthouse Financial Advice is a part of Quilter Financial Planning, who are a part of Quilter plc, a UK focussed full-service wealth manager.

Speak to Gillian McGrath TODAY in the exhibition hall to find out more.

Call: 07887 788935

Email: gillian.mcgrath@quilter.com

PEOPLE'S ASSEMBLY SCOTLAND

Our organisation was founded in 2014 with the aim of bringing Trade Unions, Trades Councils and activist groups together to oppose Austerity and to lead and mobilise support for our NHS, Education, Housing and retention of our Public Services, and to oppose the latest Anti-Union Laws (Minimum Service Level Bill).



PROFESSIONAL SALES ASSOCIATION

The Professional Sales Association is the Trade Union for Travelling Sales People.



We draw members from both self-employed and salaried salespeople. We protect the rights of our members in disputes with principals and employers. We offer both advice and, if necessary, legal assistance in resolving disputes. Proud to be a National Branch within Unite the Union.

RADICAL OPTIONS FOR SCOTLAND AND EUROPE

Radical Options for



RADICAL OPTIONS FOR SCOTLAND & EUROPE

Scotland For public ownership and democratic control and Europe (ROSE) was established in 2016 to campaign for a progressive constitutional settlement subsequent to Britain's exit from the EU, one which promoted public ownership and democratic control and solidarity with working people across Britain and Europe. ROSE has affiliations from a majority of Scotland's trades union councils and a number of unions.

SCOTTISH CUBA SOLIDARITY CAMPAIGN

The Scottish Cuba Solidarity Campaign supports the defence of Cuba, and its peoples' right to self determination and national sovereignty.

We promote the tremendous gains made by the Cuban Peoples since the Revolution.

We campaign against the illegal US Blockade, and for an end to interference in Cuba's affairs by foreign governments. We hope you'll visit our stall for a chat, to get more information, and an opportunity to support our work.

You can contact us at scottishcuba@yahoo.co.uk, or call Kath on 07762056284, and on Facebook and Twitter.



SCOTTISH HAZARDS

Scottish Hazards campaigns for improved worker health and safety throughout Scotland and joins with others internationally to campaign for improved working conditions throughout the world.

It is part of the UK Hazards Campaign and of the Partnership for Health and Safety in Scotland.

Our Scottish Hazards Centre provides information, advice and support to individual workers and groups of workers in Scotland who are not unionised and have inadequate access to Occupational Health & Safety expertise.

Contact: 0800 0015 022 or info@hazards.scot

We also provide support and advocacy for families who have lost loved ones through work.



SCOTTISH MORNING STAR CAMPAIGN COMMITTEE

The Scottish Morning Star Campaign Committee seeks to promote the sales of the Morning Star in Scotland.

The Morning Star is the world's only English language socialist daily. It was founded in 1930 and today has twelve trade unions on its management committee.

In Scotland the Campaign Committee runs twice yearly conferences and is supported by local readers and supporters groups that organise monthly meetings in the Our Class Our Culture series. Come to the stall to get details of meetings and of how to subscribe to the paper.



SCOTTISH PALESTINE SOLIDARITY CAMPAIGN

It's 75 years since the Nakba and Palestinians are still

struggling against Israeli apartheid and settler colonialism. They face a far-right white supremacist government and violent mobs of settlers. In Scotland, their cause is smeared as illegitimate and racist by pro-Israel groups. Active opposition to Israeli apartheid is a litmus test of our global struggle to combat racism and racial discrimination.

SPSC works with partners across the UK, internationally and in Israel/Palestine to build the boycott, divestment, and sanctions (BDS) campaign, and to support grassroots resistance of Palestinian communities through the Stop the JNF Plant a Tree in Palestine project.



SCOTTISH PENSIONERS FORUM

The Scottish Pensioners' Forum has been campaigning for a better deal for older people since 1992.

With the continued changes to welfare rights and pensions as well as the extreme price hikes for basic essentials amidst the cost-of-living crisis, the need for older people to have their voices heard is more important than ever.

You can find out more about our work at: scottishpensioners.org.uk



SNP TRADE UNION GROUP

The SNP Trade Union Group is the official affiliated party affiliate for union members.



We work for trade union solidarity, a worker-led wellbeing economy, public ownership, Just Transition to a sustainable future, internationalism, and the full powers of independence for Scotland so that our collective future is owned and run democratically.

SCOTTISH SOLIDARITY WITH KURDISTAN

Scottish Solidarity with Kurdistan works with the Kurdish Community both in Scotland and in Kurdistan, across Turkey, Syria, Iraq and Iran, supporting the struggle for peace, democracy and women's liberation, building solidarity with trade unions, women's groups and the Kurdish Freedom Movement.



SCOTTISH TRADE UNION CONGRESS

Visit our stall to find out about our new Just Transition project and our recently launched Political Education courses.



You can also purchase a copy of 'Mon The Workers: 125 Years of the STUC for a special Congress price!

The Congress Exhibition

SCOTTISH UNION LEARNING

Scottish Union Learning supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity, fairness, and equality for workers across Scotland.

Scottish Union Learning is part of the STUC.



SKILLS DEVELOPMENT SCOTLAND

Skills Development Scotland is the national skills agency. Our ambition is that skills contribute to a thriving, productive and inclusive Scotland.

The key to Scotland's future prosperity is ensuring its people and businesses are inspired and enabled to develop the right skills for a changing world.

SDS collaborates across the skills ecosystem to make this happen.

We achieve this through intelligence-led delivery of Scotland's Career Service, Apprenticeships, and other learning and skills interventions to support Scottish Government ambitions.

By sharing expertise, intelligence, and partnership working, we enable development and delivery of innovative solutions to Scotland's skills and labour market challenges.



STAND UP TO RACISM SCOTLAND

Stand Up to Racism is a national campaign that organises within the trade union movement and communities to build a mass movement against the rise of racism and far-right forces that we see around the world.

We say #RefugeesWelcome, #BlackLivesMatter, no to racism, Islamophobia and anti-semitism. Unity is our strength - we are the majority and we will stand up to racism.



THE OPEN UNIVERSITY IN SCOTLAND

The Open University in Scotland shares a common mission with Scottish Union Learning and Trade Unions to support upskilling and reskilling and lifelong learning of people throughout Scotland.

To find out more about our work with trade unions visit the OU stall or <https://www.open.ac.uk/scotland/partnerships/unions>



THE SCOTTISH WOMEN'S CONVENTION


The purpose of the Scottish Women's Convention (SWC) is to communicate and consult with women in Scotland to influence public policy.

Through policy work, round table and celebratory events the SWC strives to have contact with women and relevant organisations. The SWC aims to provide an effective way of consulting with a diverse range of women in Scotland.



TUC EDUCATION IN SCOTLAND

TUC Education exists to provide unions and their workplace reps with high-quality training that enables them to organise, campaign and represent members collectively and individually.

Our training  is delivered in classrooms via our partnerships with further education (FE) colleges.

In Scotland, our class room based programme is delivered through TUC Education Centres at City of Glasgow College and Fife College. Please keep an eye on our website for the most up to date list of courses, and links to apply at <https://www.tuc.org.uk/training>

THOMPSONS SOLICITORS

Thompsons Scotland are unashamedly a trade union law firm. We stand up against injustice, mistreatment and injury in the workplace and anywhere else we find it.

The firm attracts a particular kind of lawyer; a lawyer committed to standing up against the perceived power of employers, the insurance industry and, should it come to it, the Government. And with that commitment comes an expertise and dedication that has seen our employment rights and personal injury solicitors secure many prestigious awards in recent years including Litigation Team of the Year at two separate awards in 2022 as well as one of the team being named as Lawyer of the Year.

We have been at the forefront of cases involving equalities, equal value, discrimination, unfair dismissal, workplace accidents, industrial disease, asbestos and health and safety.

Unlike other lawyers, however, we do not see the courts as the only means of achieving a goal for our clients.





If the law is wrong and the courts cannot assist, we campaign for change; and we are proud to have secured many important legal reforms over the years.

UNIONLINE SCOTLAND

UnionLine Scotland, based in Glasgow, provides legal services to union members and their families with personal injury and employment matters.

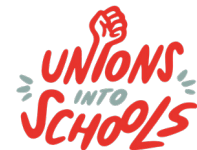
UnionLine is the first trade union law firm which is wholly owned by two unions, GMB and CWU and as such operates on a not-for-profit basis.

This ensures that UnionLine Scotland's primary focus is on providing the best possible service and value to union members, rather than profit.

UNIONS INTO SCHOOLS

STUC Unions into Schools was originally launched as part of the Enterprise in Education, Determined to Succeed Agenda in 2005/6.

The programme of school visits from 2005 to 2023 has been coordinated and managed by the STUC with support from Scottish Union Learning. Unions into Schools is supported by a learning programme delivered by the STUC, with varied options available depending on representative's experience and confidence.



With the assistance of trade union representatives, Unions into Schools has delivered over 2,000 classroom and virtual online sessions to school pupils throughout Scotland. CONTACT schools@stuc.org.uk

UNITE THE UNION

Unite is the union for the 21st century, meeting the greatest challenges facing working people today.



It is a democratic and campaigning union, which fights back for employees in the workplace, protects workers' rights and takes trade unionism out to millions of unorganised workers.

UNITY CONSULTING SCOTLAND

UNITY Consulting Scotland is a Public Affairs company with a difference.



As a not for profit social enterprise the public interest is always front and centre of our work. We provide a full range of services from political engagement to research, policy and comms - all of which are aimed at supporting trade unions, campaign groups, third sector and community organisations to make their voices heard.

In the past year, we've worked with Trade Unions across the UK in helping deliver for their members and we are delighted to be returning to STUC Congress this year.

Delegates are reminded that the Congress Exhibition will take place in the Marryat Hall and the corridors surrounding the auditorium.

It will be open from 9.30am on Monday

THANKS TO ALL OF THE ORGANISATIONS, CAMPAIGNS & AFFILIATES TAKING PART IN THIS YEAR'S CONGRESS EXHIBITION

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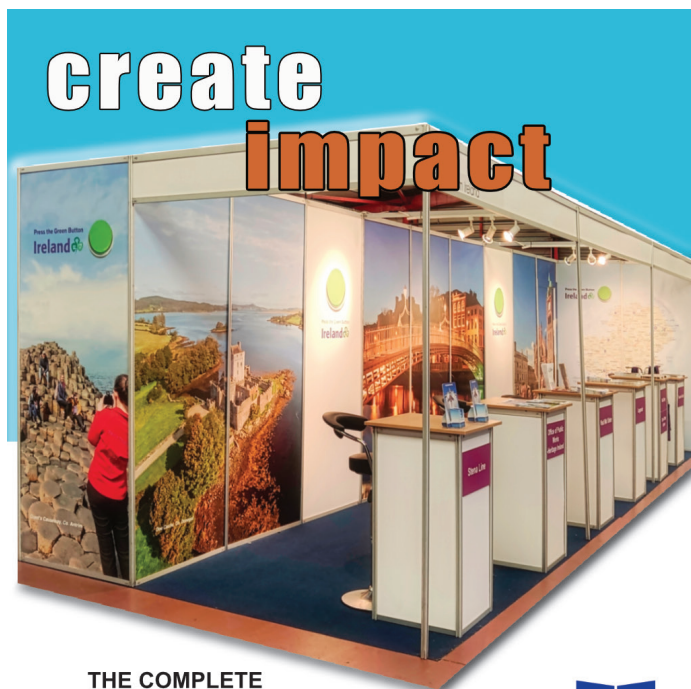
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As Scotland's largest teaching union, representing more than 80% of the profession in Scotland, the EIS stands up for Scotland's teachers, lecturers and associated professionals.

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eis

Scotland's largest
education trade union

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more about the
work of the EIS,
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U USDAW

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- Fair Treatment and Equality for All
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- Job Security

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**'NOTHING CAN DIM THE LIGHT
WHICH SHINES FROM WITHIN'**

Dr. Maya Angelou



SOLIDARITY

**FROM UNITE SCOTLAND
TO ALL DELEGATES AT
STUC CONGRESS 2023**

**SCOTTISH SECRETARY - PAT RAFFERTY
SCOTTISH CHAIR - JOHN GILLESPIE**





REPORT OF

GENERAL COUNCIL TO

ANNUAL CONGRESS

2023

PAULINE ROURKE
COMMUNICATION WORKERS UNION
STUC PRESIDENT



SECTION 1: EFFECTIVE ORGANISATION

In June 2021, the General Council set its purpose, vision, mission, and strategic aims for the coming five-year period:

OUR PURPOSE

To co-ordinate, develop and articulate the views and policies of the Trade Union Movement in Scotland reflecting the aspirations of trade unionists as workers and citizens.

OUR VISION

To be a strong, influential and globally aware trade union centre that champions equalities, and delivers a fundamental shift in wealth, wellbeing and power towards workers, our families and communities in Scotland and beyond.

OUR MISSION

To support our affiliates to educate, agitate and organise to build a strong and diverse movement for change in our workplaces and communities.

OUR STRATEGIC AIMS 2021 - 2026

AIM 1

SUPPORT OUR AFFILIATES TO BUILD MEMBERSHIP AND INDUSTRIAL POWER BY PROMOTING BEST PRACTICE ON ORGANISING, CAMPAIGNING FOR INCREASED COLLECTIVE BARGAINING AND BY DEVELOPING TRADE UNION EDUCATION CAPACITY AND SKILLS TO MOBILISE WORKERS.

AIM 2

WIN SIGNIFICANT STEPS TOWARDS A PEOPLE'S RECOVERY WITH FOCUS ON DELIVERING HIGH QUALITY SUSTAINABLE JOBS, A NATIONAL CARE SERVICE, REAL FAIR WORK & EQUALITIES OUTCOMES, TACKLING LOW PAY AND INCREASING INVESTMENT IN PUBLIC SERVICES.

AIM 3

INCREASE THE PROFILE, VISIBILITY, DIVERSITY AND RELEVANCE OF OUR MOVEMENT TO POSITIVELY SHIFT THE PUBLIC NARRATIVE ON TRADE UNIONS, CELEBRATE OUR CULTURE AND ENCOURAGE MORE WORKERS TO ACTIVELY ENGAGE WITH US.

AIM 4

DEVELOP OUR CAPACITY TO PLAY A LEADING ROLE IN THE CONSTITUTIONAL DEBATE AROUND OPTIONS THAT ARE CAPABLE OF DELIVERING ON OUR PEOPLE'S RECOVERY AGENDA.

AIM 5

DEVELOP THE STUC'S OPERATIONS AT OUR NEW TRADE UNION CENTRE TO ENSURE THAT WE PROVIDE HIGHLY EFFECTIVE, INCLUSIVE AND SUSTAINABLE SUPPORT TO OUR AFFILIATES, HAVE TRANSPARENT HIGH QUALITY GOVERNANCE AND OPERATE AS AN EXEMPLAR EMPLOYER.

In June 2022, the General Council met to undertake a strategic review of the priorities set in 2021 and to assess progress against the initial aims and objectives.

Over their two-day planning session, held in the Margaret Irwin Centre, the General Council also agreed on three main priority campaign areas: Cost of Living Crisis, the National Care Service & Just Transition.

Fuller updates on these three campaigns can be found in Section 2 of this report.



STAFFING & INTERNAL OPERATIONS



After several years of change, we are pleased to report that in 2022/3 we experienced low levels of staff turnover.

However, our long-standing Finance & Payroll Officer, Graham Westwater, retired on the 31st July 2022 after just under 20 years of service. Our great thanks are due to Graham for his dedicated service over those years and we wish him a long and happy retirement.

We were delighted to welcome Denis Songoro as our new Finance & Payroll Officer in August 2022.

Cailean Gallagher, Campaigns & Communications Officer, also left the organisation in November 2022.

In early 2022, we were approached by the Scottish Fire & Rescue Service with a proposal to host Denise Christie, former General Council member and FBU Scotland official, on a secondment. Denise joined us in April 2022 as Fair Work & Equalities

Project Coordinator. A large focus of this role is coordinating the trade union voice within the establishment of the National Care Service.

In addition, we welcomed Natalie Price to the SUL team as a Project Officer in August 2022.

Following the award of a significant new long-term funding stream from the Scottish Government, we were able to form a Just Transition project within the STUC.

We recruited Gabrielle Jeliakov and Ryan Morrison in late 2022 as Just Transition Officers. Following an assessment of current staffing structures and in consultation with the recognised staff side union, we added a new position - Senior Policy Officer. Francis Stuart was promoted into this position, and he now has responsibility for supervising the Just Transition project.

We have continued to work on improving the staff culture across

the organisation, despite the ongoing challenge of home working and delays to the return to our new office in Bridgeton. This has included investing in staff training and arranging a programme of engagement and consultation events throughout the year. All staff, irrespective of their role and responsibilities within the organisation, were given the opportunity to contribute to the review of our strategic aims ahead of the General Council strategy session and again at the start of 2023 after the Christmas break.

Working in partnership with our recognised trade union, we continue to progress the Job Evaluation which is due to be completed in the Spring of 2023 and are in the process of reviewing and updating a range of other staff policies and procedures as we strive to keep in line with best practice as an employer.

General Council Report to Congress

The Operations Team is working to achieve Cyber Essentials accreditation in 2023.

We are in the process of updating the STUC website with the new site on track to be delivered by mid-2023.

We are very pleased to report that staff were able to return to the Margaret Irwin Centre on a full-time basis in early March, after a series of significant delays.

OFFICIAL OPENING CEREMONY, JUNE 2022

We were also able to host the launch of the special commemorative book, 'Mon the Workers, which celebrated 125 years of the STUC, and several hybrid conferences and events including a number of Trades Council Conferences.

The constitution states that the General Council is responsible for setting the percentage figure upon which any annual affiliation fee rises are set.

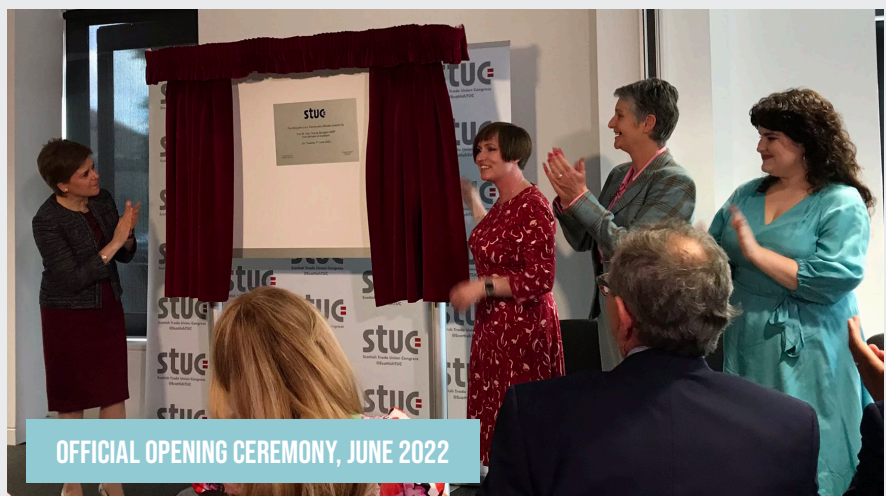
The constitution also provides for the General Council to recommend that an additional fee be levied over and above the annual affiliation fee. Any additional fee requires to be agreed by the annual Congress.

As agreed by Congress, the original deal struck with the TUC in 2016 to transfer £200k by way of raising an additional levy on affiliates was extended up until 2024.

**“THE STUC NOW
HAS A TOTAL OF 42
AFFILIATED TRADE
UNIONS”**

Congress is therefore invited to approve the General Council's recommendation that the additional levy of 37p be applied for 2023.

It should further be noted that the current agreement is due to be reviewed by the STUC and TUC in 2024 and that the Secretariat is working with the TUC on establishing a framework for discussions on the review of this agreement to take place.



New Affiliates

The General Council was pleased to welcome another new affiliate in 2022, The Writers Guild of Great Britain and we will continue to encourage all trade unions operating in Scotland to seek to join us. The STUC now has a total of 42 affiliated trade unions.

STUC Pension Scheme

The General Council remains committed to providing a defined benefits pension scheme for STUC employees and will continue to review options for future pensions arrangements with employees and their recognised trade union.

Satnam Ner served as the Employer Nominated Trustee to the Board of Trustees and also acted as Chair.

Tommy Breslin, Eileen Cawley and Sherene Nelson-Cruddas have served as the Member Nominated Trustees to the Board of Trustees.

Rozanne Foyer General Secretary serves as an Ex Officio Trustee & Sarah Wiktorski, Director of Operations, is Secretary to the Trustee Board.

Mercers continue to provide actuarial services to the scheme, it continues to be administered by Royal London and Anderson Strathearn continue to provide legal services to the Board.

At the time of writing, the triennial actuarial valuation is underway and we are pleased to report that the scheme assets are now in surplus. This is thanks to the deficit repair payment plan which was set up in 2017 as well as favourable market conditions.

External Bodies Representation and Public Appointments

To support our strategic consideration of relationships with external bodies the General Council continues to monitor and ratify all public appointments and appointments to external bodies.

A database was established to record all appointments and a detailed list of appointments can be found as an

appendix to this report.

The General Council has continued to maintain a dialogue with Scottish Government over how more trade union candidates can be encouraged to come forward for selection to public bodies and we continue to circulate notices of forthcoming public appointments to our affiliates.

Clearing House

The STUC Clearing House principles and procedure exists to promote the development of trade unionism across Scotland.

There were two clearing house requests in the reporting period with one resulting in a clear run for the union concerned.

Disputes Procedure

The STUC's arrangements for disputes are set out in our constitution and when a complaint is raised, we follow the same disputes procedure as outlined by the TUC.

In the period under report the STUC has received no formal complaints under the disputes procedure.

Trades Union Councils

During the reporting period 20 Trades Union Councils continued to be affiliated to the STUC.

Kilmarnock and Loudoun Trades Council sought agreement from the General Council to change their name to East Ayrshire Trades Council in October 2022.

A full update on the work to support Trade Union Councils is contained within Section 2 of this report.

Externally Funded Activity

The STUC General Council uses a range of external funding to enable it to expand the services that it can offer to our affiliates.

We are grateful to Scottish Government for their continued funding of our extensive union learning activity. Funding has been confirmed for the Scottish Union Learning Programme for 2023/24.

In addition, the General Council

has continued to receive funding from the Scottish Government's Fair Work Directorate for a Leadership and Equalities programme and from the Scottish Government's Cyber Resilience Unit to continue to improve the cyber security skills of union reps and workers.

As noted earlier in this report, the STUC received a new funding stream from the Scottish Government in 2023 to establish a Just Transition Centre for Scotland. This funding is confirmed for at least two years, but it is expected that it will be a long-term arrangement that allows the STUC to support our affiliates to place workers' voices at the heart of any Just Transition in Scotland.

The Scottish Government also funds the Trade Union Fair Work and Modernisation fund which supports a range of innovative projects in more difficult to organise areas, for example where platform economies or precarious work are more prevalent.

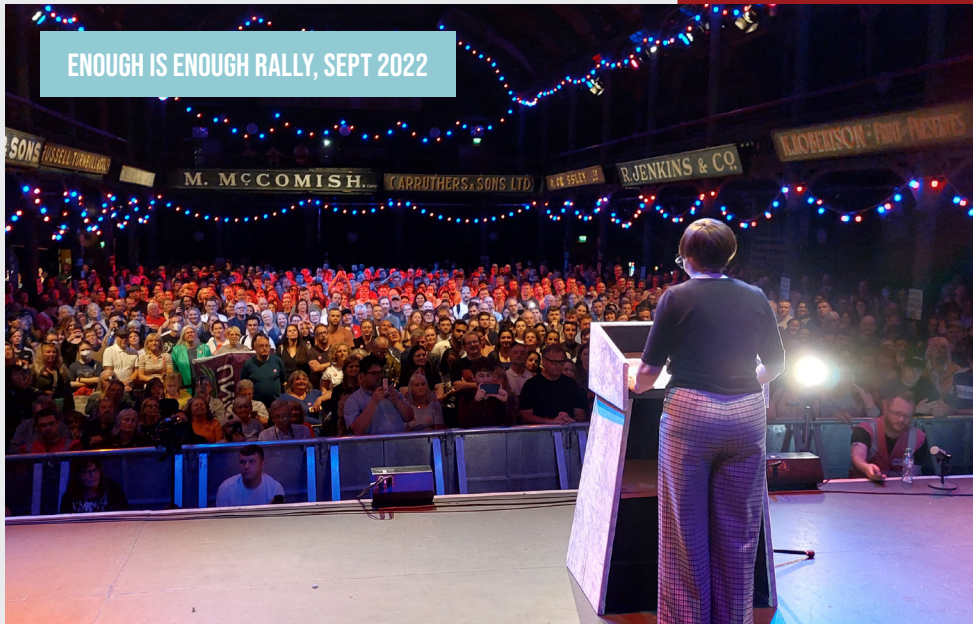
The General Council's community organising work makes a significant contribution to the STUC's strategic Aim 3. The Support@Work element of this is funded by Edinburgh City Council and NHS Lothian.

As we reported last year, the Unions into Schools project received a significant uplift which enabled us to increase our campaigning focus and activities in this important area, as well as updating our digital capacity and resources to enable increased interaction with schools. This project is funded by the Scottish Government.

The STUC continues to host the Scottish Pensioner's Forum's Development Worker/Administrator.

The General Council wishes to also place on record its appreciation to Thompson's solicitors who continue to provide funding and other forms of practical support that assist the STUC greatly in taking forward its priorities and work on a range of civil justice issues.

ENOUGH IS ENOUGH RALLY, SEPT 2022



SECTION 2: CAMPAIGNS, ORGANISING, POLICY DEVELOPMENT, & POLITICAL ENGAGEMENT

Our campaigns, political engagement, policy development, and organising work combine to support the Strategic Aims as developed by the General Council in June 2021.

In the second year of delivering the five year strategy we have continued to focus on a number of key objectives within each of the following aims:

1. Build membership and industrial power
2. Win significant steps towards a People's Recovery
3. Positively shift the public narrative on trade unions

Further to this the General Council identified three priority campaigns for the year:

- **Cost of Living**
- **National Care Service**
- **Just Transition**

Priority work to support affiliates taking industrial action across all sectors, including significant disputes in the public sector, is fully aligned to these aims and cuts across all three.

This work has been both additional and integral to our workplans throughout the year.

BUILD MEMBERSHIP & INDUSTRIAL POWER



Increase our support for trade union industrial action campaigns

The General Council has given full backing and support to all affiliates taking industrial action in the last year.

Significant strikes have taking place in local authorities, rail, postal services, schools, further and higher education and the civil service.

We have provided a forum for public sector unions to meet, share information and where appropriate to coordinate action.



Soaring inflation has pushed workers into industrial action on pay as many employers have failed to offer reasonable pay rises.

Affiliates are at the forefront of defending public services as rail unions and postal unions take action to defend services in the face of damaging re-structuring proposals.

We have fully supported all requests from affiliates to promote their action and take an active role in a range of campaigns including:

- CWU Telecom and Openreach members and CWU Royal Mail industrial disputes
- NUJ members on strike at Reach
- EIS, NASUWT and SSTA members on strike across schools in Scotland
- RMT, ASLEF and TSSA members at Scotrail, Network Rail and

Atalian Servest, Caledonian Sleeper

- RMT rallies and blockade at Carinryan
- PCS pay dispute
- UCU, EIS ULA, Unite and Unison across a large number of university disputes and rallies
- Unite members at Shelter
- Unite Co-op Funeral Care workers
- Unite, Unison and GMB local government workers

In response to a request from the RMT we coordinated a joint statement with Scotland's First Minister, Nicola Sturgeon, to call for urgent action from the UK Government to resolve the long-running rail dispute and negotiate a settlement.

The General Council has lobbied MSPs on a regular basis to ask for support for affiliates taking industrial action and invited MSPs to attend rallies, picket lines and demonstrations to show support for striking workers.

Defend the Right to Strike

Following widespread industrial action across the UK we have witnessed the UK Government

develop plans to limit workers ability to take legal strike action in the public sector. The proposed Strikes (Minimum Service Levels) Bill 2023 has been drafted in response to successful trade union organisation which has repeatedly delivered high levels of support in ballots, turnout and strike activity.

The General Council lead the trade union movement's response in Scotland on the TUC's National Day of Action on 1st February 2023 supporting and promoting trade union rallies in Dundee, Edinburgh and Glasgow. We visited picket lines across central Scotland supporting strikers from various sectors and hosted lunchtime rallies for striking workers.

The final Defend the Right to Strike event was held in Glasgow with hundreds of people attending to hear Roz Foyer, General Secretary, Anas Sarwar MSP, Leader Scottish Labour and Stephen Flynn MP, Leader SNP Group at Westminster outline their opposition to the legislation. The event also heard from affiliates across the public sector pointing out the flaws in the legislation that render it unworkable, counter-productive and an attack on human rights and trade unions.

We met with Stephen Flynn MP and

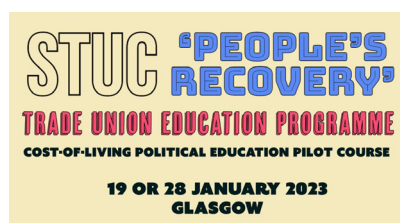


General Council Report to Congress

Mhairi Black MP at Westminster to discuss the opportunities to amend and oppose the Bill. In Scotland we lobbied Scottish Government and received a positive response from John Swinney, Deputy First Minister, outlining their opposition to the Bill and concerns around the impact on public services including education and health that Scottish Government have devolved responsibility to deliver.

Developing trade union representatives' skills and capacity to organise

The General Council has been actively developing a political education programme as agreed by Congress in 2021. The first such course has been developed and tested and is now ready for roll out. At Congress a short video will be played, and a fringe meeting held, to provide further details on content and delivery of the first course.



At the time of writing, 15 course tutors have been trained with a further 55 having registered interest.

We expect further courses to be developed covering key areas relating to equalities and to Just Transition.

Separately, we also undertook a survey of affiliates and review of the delivery of trade union education delivered through TUC Education with the support of SUL. Historically, this has mainly been delivered through college agreements.

The General Council commissioned an in-depth survey of affiliates and will now be creating an Affiliate Reference Group.

The Union Modernisation Fund supported 6 projects during the 2022/2023 Funding Year focussing on delivery of Fair Work in key sectors prioritised because of the prevalence of insecure work, alignment with Scottish Government support for developing collective bargaining or because they were disproportionately impacted by the pandemic.

Funded projects were from, Unite (Hospitality), Better than Zero, Prospect, Community, AEGIS, and the Scottish Artists Union.

Better than Zero continued to provide vital support for workers in precarious industries, to assist workers in self-organising and in steering them towards trade union membership. This included through supporting discreet campaigns and through cross sector campaigns such as "Safe Home".

Better than Zero also provides a dynamic link with campaign groups such as Living Rent, Fridays for Futures and Young Friends of the Earth.

The work of Better than Zero is closely linked to the delivery of the Young Workers Project which has spent the year offering training and education for young workers across a range of issues but always emphasising an increase in young workers' agency, collectivism and organising.



Over the past year the Young Workers Project has been involved in the delivery of training sessions including Climate Change as a Workplace Issue Workshop; Trade Union Banner History and Design Skills; Unions into School Young Worker Rep Training; Radical Pedagogy; and Radical Public Speaking

The Falkland Summer School was delivered across 3 days in July 2022.

Unions into Schools

2022-2023 was a year of expansion for the Schools Visits programme.

We have hit our first-year target of over 150 classrooms visits and will seek to expand that further in 2023-2024.

We have held four training sessions for new school reps and have an active community of reps now delivering in classrooms.





Our new website supports a range of materials including the regularly updated school visit pack and new online quiz resources. We continue to support schools to visit our equality conferences and Congress, and maintain a particularly strong relationship with education unions. We are always seeking to develop new materials which tie trade unionism to active and progressive elements of the curriculum.

We continue our close collaboration with Scottish Hazards including supporting our Health and Safety Rep community and delivering courses jointly with them and TUC Education.

Trades Union Councils

We continued to work actively with Trades Councils across Scotland, accepting invitations to speak at a wide range of council meetings.



This included a visit to our northern most Trades Council in Thurso.

We are actively supporting the rejuvenation of the Moray Trades Council and agreed the broadening of the geographical remit on Kilmarnock and Loudon Trades Council to include East Ayrshire.

We supported and spoke at May Day events across Scotland. We also supported and spoke at a large number of International Workers Memorial Day (IWMD) events organised by Trades Union Councils. We also organised the Glasgow IWMD event.

Along with Scottish Hazards we successfully lobbied for the marking of IWMD by local authorities including the lowering of flags to half-mast and the lighting up of public buildings. We successfully campaigned for the remaining five local authorities in

Scotland who do not mark the day to do so.

Two Trades Councils conferences were held in the period under report as well as a special meeting of Trades Councils to discuss the Cost-of-Living Crisis.

We also supported a collective effort spearheaded by Dumfries Trades Council to highlight human rights abuses in Qatar connected to the World Cup.



WIN SIGNIFICANT STEPS TOWARDS A PEOPLE'S RECOVERY

Scotland Demands Better

The General Council developed the Scotland Demands Better campaign in response to the Cost-of-Living crisis being faced by our members. Recognising the crisis impacted issues beyond the workplace we partnered with the Poverty Alliance to host Scotland's first cost of living

conference on 17 June 2022. Trade union representatives, community groups and third sector organisations came together to develop key demands and a strategy for action.

The resulting People's Plan for Action was launched at a Special Trades Council Conference on 8th September 2022 calling for:

1. A real pay rise for all public service workers
2. A social security system that loosens the grip of poverty
3. Warm homes, through municipal energy companies
4. Sustained action to tackle rent costs



5. Share the wealth, through income, wealth and business taxes
6. Universal free school meals
7. Cheap, publicly controlled public transport
8. More support for childcare
9. Enforcement of Fair Work

The People's Plan for Action was

sector for both pay and services. We have drafted MSP briefings, budget submissions and met with the Deputy First Minister, John Swinney, to lobby for investment to tackle the cost of living crisis.

To address the issues around funding for public sector pay and services the General Council commissioned research to explore the Scottish Government's

to discuss areas of concerns and lobby on General Council priorities. Throughout the year this has included regular meetings with relevant Ministers on transport, energy, creative industries, fair work, social care and finance.

Monica Lennon MSP hosts the Labour Party Trade Union Group which meets regularly and has discussed industrial action, public sector pay, Scottish Government's Spending Review and the National Care Service Bill.

We addressed the Scottish Green Party Trade Union Group AGM in June 2022 to highlight areas of common interest including the cost of living campaign, local authorities and the National Care Service, and the need for free school meals in both primary and secondary schools.

Worked with SNP members involved in the SNP Trade Union Group to host their annual general meeting at the Margaret Irwin Centre, addressing them on the STUC's tax research report. As well as a subsequent meeting discussing our other campaigning priorities.

We have recently welcomed an offer from Paul McLennan MSP, to host STUC trade union representatives at regular SNP Group meetings with MSPs starting in March 2023.

Fair Care for Scotland

We have played a leading role in shaping the debate on social

COST-OF-LIVING CRISIS DECLARED AN EMERGENCY BY STUC AND POVERTY ALLIANCE



widely supported by a range of organisations including Poverty Alliance, Friends of the Earth Scotland, NUS Scotland and the Living Rent. Campaign resources were used locally by Trades Councils and union branches to build support for the demands and other actions.

The General Council called a demonstration for 8th September 2022 with over 2000 people marching through Edinburgh to the Scottish Parliament despite atrocious weather conditions.

A further rally for the Scotland Demands Better campaign was timed for a week before the Scottish Budget in December 2022, the rally featured speakers from affiliates taking industrial action along with organisations supporting the People's Plan for Action.

Finance, Public Sector Funding and Pay

The General Council has consistently campaigned for increased investment in the public

options to raise tax or create new wealth taxes. We launched a comprehensive report, Fairer Taxes for a Fairer Future, on 5th December outlining a fully costed set of proposals all within devolved competence recommending increases in income tax, introduction of new bands, reform or replacement of council tax and the introduction of a range of new wealth taxes.

Political Liaison and Lobbying

The General Council maintains a high level of lobbying of Scottish Government Ministers and politicians to ensure the STUC priorities and affiliates issues are promoted.

General Council representatives met with Nicola Sturgeon, First Minister, in October 2022 to discuss the cost of living crisis, public sector pay, industrial action, Just Transition and raise concerns regarding the proposed National Care Service Bill.

We meet frequently with a range of Scottish Government Ministers



care in Scotland. As members of the Fair Work Convention, General Council members have demanded improvements for social care workers since their initial report in 2019.

We have led calls for the implementation of national sectoral bargaining, increased pay and improved terms and conditions for carers.

We have supported and co-ordinated care sector affiliates throughout the year and liaised with Scottish Government on the delivery of Fair Work in social care.

The General Council's impact in this area has been enhanced by the support from care sector affiliates to work together on a shared ambition to improve pay and terms and conditions for social care workers.

We held a Ministerial Roundtable with Richard Lochhead, Minister for Just Transition, Employment and Fair Work, and Kevin Stewart, Minister for Mental Wellbeing and Social Care following the launch of the proposed National Care Service Bill.

During the following months we worked with care sector affiliates to co-ordinate engagement with Scottish Government and secured trade union representation on relevant stakeholder groups. We responded to consultations on the proposed National Care Service Bill and prepared briefings for MSPs.

We co-ordinated an evidence session at the Scottish Parliament's Health, Social Care & Sport Committee Session on 15th November 2022.

Roz Foyer, STUC General Secretary



and trade union representatives from Unison, Unite and the GMB outlined shared concerns about the proposed Bill.

In June 2022 we launched "Profiting from Care: Why Scotland Can't Afford Privatised Social Care" report.

The report detailed external research showing that privatised care in Scotland pays less, demands more from workers and offers lower quality care.

The report was widely covered in the media with cross party support at the launch in Edinburgh and provides evidence for unions and campaign groups lobbying for not-for-profit care delivery.

We held a strategy session with care sector representatives to develop the Fair Care for Scotland campaign.

We have taken forward activity for political lobbying, policy development, research and coalition building working with a range of organisations who share concerns around the proposed Bill.

In January 2023 we launched a website for Fair Care for Scotland listing organisations who supported our joint letter to the First Minister.

The letter stated our commitment to a truly transformative National Care Service, acknowledged the problems with the current proposal and called for the National Care Service Bill to be paused.

Delivering Green Jobs with a Just Transition for Workers

The STUC now has a new Just Transition Project in place to develop a worker led response to climate change. This is funded annually to the tune of £100,000 by the Scottish Government.

At the time of writing significant additional activity is being planned for the Spring of 2023 including a Just Transition Partnership public ownership conference, an energy conference and a consultation event with workers in Caithness.

Work has also been initiated which will lead to the creation of a range of learning tools for reps and workers to negotiate and organise around the transition.

A key focus for this is the Scottish Government's Energy Transition Plan. To this end the STUC was involved in a range of pre-consultation activities during the summer of 2022.

We have also recently produced research mapping employment and unionisation in the sectors most acutely affected by climate change policy.

Our industrial groups – energy, rail, ferries, buses and aviation - which meet regularly and engage quarterly with Government Ministers, have an important and growing role in this policy area.

Equally the work we have supported, undertaken by Unite the Union and the Fair Work Convention, on Fair Work in construction is an important area of work relating to Just Transition.



General Council Report to Congress

We continue to be sharply critical of failures to create good quality jobs in the renewables sector and to campaign for a publicly owned energy company and municipal public ownership in bus transport and retrofitting.

We welcomed the successful transfer of Scotrail back into public ownership after a long campaign and the focus will now turn to making that a success through support for our affiliated Rail unions' 'A Vision for Scotland's Railways'.

St Andrews Day March and Rally

The annual St Andrews Day March and Rally was held on Saturday 26th November.

Hundreds of trade unionists and members of anti-racism organisations marched through Glasgow to a rally at Renfield St Stephens.

The march was led by the family of Sheku Bayoh, who were later amongst the speakers at a packed rally.



Sheku Bayoh Inquiry

We supported the organisation of a vigil and two rallies outside the Sheku Bayoh Inquiry in Edinburgh and provided transport through from Glasgow for members and activists.

We also worked with the campaign to consistently publicise the inquiry, including creating a discreet website to support the campaign.

This website can be found at: <https://www.shekubayohinquiry.scot/>

The General Secretary also addressed an important rally in Glasgow in the run up to the second phase of the inquiry.

**“THE SCOTTISH TRADES UNION CONGRESS OFFERS
OUR UPMOST SOLIDARITY TO THE FAMILY OF
SHEKU BAYOH. ONLY WITH JUSTICE, WILL PEACE
COME FOR THOSE GRIEVING SHEKU.”**

POSITIVELY SHIFT THE PUBLIC NARRATIVE ON TRADE UNIONS



There has been a measurable increase in the coverage of the STUC specifically and trade unions generally over the past year.

This is due to the rising understanding of the important role we play; extensive campaigning and industrial action by our members and activists on the ground across Scotland and the hard work of STUC and trade union staff across our affiliates.



The additional exposure we have received has coincided with rising levels of favourability in terms of public opinion.

We have regularly featured in broadcast and print media highlighting our key campaigns as well as supporting affiliates to gain additional media exposure.

Highlights included receiving wall to wall coverage for our support for industrial disputes, responses to the cost-of-living campaign and tax proposals for the Scottish Budget.

We have now launched the third series of our Podcast series covering issues of interest around the trade union movement.

Celebrating the STUC's 125th Anniversary

Last year saw the anniversary of the STUC's foundation 125 years ago. To celebrate this milestone the General Council developed a programme of activity and output for the year.

The General Council agreed the STUC Congress theme for 2022 to celebrate the STUC's 125th anniversary year, "STUC 125: Proud of our past – Organising for the future". Congress was branded with design assets commissioned to mark the anniversary which were used throughout the year in promotion and for all STUC Equality Conferences.

We created a presentation featuring milestones in STUC's history, it's alignment to significant political developments and industrial disputes to highlight workers's struggles and the diversification of trade unions as STUC equality committees were launched in response to increasing demands for equality and representation in the movement.

The General Council commissioned and launched "Mon the Workers", a commemorative book, in June 2022 to mark the anniversary. The book contained seventy-five interviews with trade unionists and fifty photographs to document trade union struggles, campaigns and victories.

The author, Daniel Gray and photographer, Alan McCreadie, interviewed and photographed a diverse range of representatives to show the breadth of our movement. Daniel Gray hosted a Fringe meeting



at STUC Congress in 2022 ahead of the book's publication to showcase some of the contributors and celebrate trade union victories.

To add to the cultural celebration of trade unions we commissioned "Union Strong", a new song by Findlay Napier which was first played at STUC Congress in Aberdeen and released on 3rd May 2022. The General Council wish to place on record their thanks to General Council member Rab Noakes, Musicians' Union, who supported the development of this work.

At the time of writing the last strand of work to end the year of celebration, a series of labour history walking tour maps, is being finalised. The maps feature places of interest in Aberdeen, Dundee, Edinburgh and Glasgow.

Public Health and Workplace Health and Safety

While Covid-19 is still prevalent across Scotland, there have been fewer significant outbreaks in workplaces.

Where incidents have materialised the impact has generally been less severe due to the uptake of vaccinations in Scotland. However, the virus still presents a risk with positive cases still being registered and sadly, a small number of deaths recorded each month. We have continued to alert Scottish Government to any reported areas of concern from affiliates

The General Council made clear their opposition to the Scottish Government's proposal to retire the Coronavirus Fair Work Statement as the statement provides guidance for employers that workers should not suffer any financial detriment as a result of the need to self-isolate, attend vaccinations, impact future

General Council Report to Congress

sick pay entitlement or attendance management policies. In addition, we have repeatedly called on the UK Government to increase sick pay to protect workers from financial hardship when absent from work.

Covid-19 Public Inquiries

Both the UK and Scottish Government's have initiated independent public inquiries on the Covid-19 pandemic. The General Council agreed that the STUC should take the lead in representing workers across Scotland and submitted an application to the Scottish inquiry for special legal status as a core participant in the inquiry. This has been granted by the inquiry chair and allows the STUC a formal role with legal representation.

We aim to use the public inquiry to ensure Scottish Government, public bodies and employers are held accountable for decisions made which impacted workers across Scotland. We will also have the opportunity to show the correlation between underfunding in public services and the resulting lack of resilience. Further to this, our involvement in the inquiry will importantly ensure workers experiences are acknowledged and documented.

The Scottish inquiry covers all decisions made by Scottish Government during the main period of the pandemic, from January 2020 to April 2022 with a particular focus on the early stages and when the first lockdown was announced. It covers the imposition, or not, of lockdowns, local restrictions, working from home, social contact, social distancing, the use of face coverings and the Test & Protect system.

The UK Government's inquiry is running concurrently with the Scottish inquiry. We are also a core participant in the UK inquiry

jointly with the TUC. The UK inquiry has a modular structure with one module dedicated to Scotland. We have provided the inquiry with a detailed witness statement outlining our process of engagement with the Scottish Government, significant areas of concern that we raised along with our input to guidance and public messaging.

Equalities

Key elements of the General Council strategy on equalities are mainstreamed through its overall delivery. This includes ensuring that equalities perspectives are reflected in policy development and campaigns. The General Council has sought to ensure that in the presentation of its work, in the delegations that represent it, and in the events that it organises, it reflects the full diversity of our movement.

Whilst all of the STUC Equality Committees have their own respective workplans and Conferences, the STUC General Council has continued to encourage cross-equalities work and opportunities, and the strengthening of recognising and embedding intersectionality across the STUCs equalities work.

The STUC Black Workers Committee have played a key role in the campaign for justice for Sheku Bayoh. As the public inquiry into Sheku Bayoh's death in custody commenced in Edinburgh the General Council supported affiliates to attend the planned vigils and the inquiry in support of the Bayoh family.

The STUC Black Workers Committee screened the film, "A Portrait of Sheku Bayoh", at their conference in October 2022. The Conference then heard from Sheku's family about their campaign for justice for Sheku. Delegates were invited to ask questions, offer their reflections

and arrange to host screenings of the film at union branches and events.

The Black Workers committee launched Black History Month in October 2022 with an event exploring the role of black artists in Scotland's creative industries.

The STUC Disabled Workers' Committee marked the Year of the Disabled Worker in their conference theme 'Our Voices; Our Unions: Celebrating the Year of the Disabled Worker, Now and Forever'. The conference held a panel discussion on the impact of Long Covid and heard from Mark Griffin MSP about the proposed Scottish Employment Injuries Advisory Council Bill.

The STUC Disabled Workers' Committee have campaigned on the additional and increasing costs that people with disabilities face and held an online event on the Cost of Living on 29th November 2022 with Inclusion Scotland.



The STUC LGBT+ Workers' Committee themed their conference, 'Pride Through Education'. The conference heard from Stonewall Scotland on the importance of assessing employers commitment to LGBT equality and from Aamer Anwar, Human Rights Lawyer and Campaigner, who participated in a panel

discussion on tackling the “hostile environment”.

The STUC LGBT+ Workers’ Committee have developed ideas for an informal LGBT+ trade union network with the launch event taking place in February 2023, LGBT History Month.



The Committee have campaigned vigorously over the year to support the Gender Recognition Reform (Scotland) Bill. The Bill has proceeded through two consultations and been subject to extensive scrutiny.

The STUC LGBT+ Committee issued a joint statement through the Equality Network in support of the Gender Recognition Reform (Scotland) Bill which saw over sixty plus LGBT+ organisations support reform of the legislation. Despite a range of dubious amendments and procedural challenges the Bill was finally passed on 22nd December 2022. The Committee released a further statement welcoming this progressive change in legislation. At meetings with the First Minister, Nicola Sturgeon MP, members of the General Council have made clear the STUC’s support for the Bill and its importance to building a progressive and inclusive society.

The STUC LGBT+ Committee Chair, Kris Hendry, PCS delivered a recorded keynote address to the New Zealand Council of Trade Unions in December 2022.

The STUC Womens’ Committee relaunched the Free School Meals campaign as Food for Thought, working with Monica Lennon MSP to submit amendments to the Good Food Nation Bill. The campaign also used the local authority elections in May 2022 to ask candidates if they supported the principal of expanding free school meals; and if elected, would they commit to protect and

maximise local resources and lobby the Scottish Government. The Committee hosted an online event in October 2022, Food For Thought, bringing campaign supporters together to develop and promote the campaign. The Committee have lobbied the Cabinet Secretary for Education, Shirley-Ann Somerville MSP, demanding action on holiday hunger and urging the Scottish Government to roll out universal free school meals for all children. The campaign has received considerable media coverage and built a wide coalition of support.



The STUC Women’s Committee hosted a Women’s Weekend School in August 2022 to offer training and support for women to participate in trade union conferences and events.

The STUC Women’s Committee have campaigned to defend abortion rights, attending both of the First Minister’s Summits on Abortion, and the abortion rights rally at the US Consulate in Edinburgh.

The Committee have supported the proposed legislation for safe access to abortion services. The Committee hosted a roundtable with Gillian Mackay MSP on the proposed legislation and received assurances that the legislation will not impact on the right to protest or picket outside workplaces.

The STUC Women’s Committee hosted the Women’s Council of the Isles at the Margaret Irwin Centre,

Glasgow with delegations from the TUC, WTUC & ITUC.

Building on their report into sexual harassment at work, “Silence is Compliance”, the event focused on sexual harassment at work with a follow up UK wide webinar in November 2022.

The STUC Youth Committee focused their conference on the issues facing young workers with their theme:



“Crisis After Crisis: Living Costs. Climate. Our Future”. The conference featured sessions on the importance of political education in the trade union movement, sexual harassment at work, climate justice and workers’ rights.

The STUC Youth Committee have continued joint work with climate activists and delivered a joint event for young workers and climate activists, “Same Struggle, Same Fight, Climate Justice, Workers’ Rights”.

In partnership with Young Friends of the Earth Scotland and Fridays For Future Scotland the event focused on skills sharing to introduce climate activists to the trade union movement.

The Committee has continued its focus on sexual harassment as a workplace issue and is working with affiliate campaigns to host a Safe

General Council Report to Congress



Home event focusing on young workers in a range of sectors.

The STUC Youth Committee also partnered with LGBT Youth Scotland to host a screening of “Pride” during LGBT History Month with a panel session for young workers.

The General Council continues to offer a forum for equality officers across the movement to meet, share information and identify areas of common interest. The Equalities Officer Network met on 11th August to discuss current equality priorities, campaigns and the cost of living crisis in relation to equalities.

Scottish Pensioners' Forum

The Scottish Pensioners' Forum has worked tirelessly to promote the many issues facing older people as a consequence of the cost-of-living crisis and launched a widely publicised campaign in August 2022 against escalating energy costs.

At a demonstration at OFGEM's headquarters in Glasgow, a letter and petition highlighting their demands was handed in and this has since led to further



dialogue and meetings between the SPF and OFGEM. As well as targeting energy suppliers, the SPF approached large supermarket chains calling for them to introduce incentives and discounts to help those most in need, with some schemes being introduced as a consequence of this.

The SPF gave evidence to the UK Government on their review of the state pension age and vehemently spoke out against any further increases to the state pension age by submitting a paper arguing against the UK Government's data and proposals. The SPF also rallied support for the reinstatement of the triple lock element of the state pension after its suspension.

In 2022, the SPF celebrated their 30th Anniversary and held their Annual Conference at Glasgow City Chambers. STUC General Secretary, Roz Foyer, was the main speaker. There were over 100 older people in attendance - the largest gathering of older people in Scotland since lockdown restrictions had been introduced.

Maintaining their strong links with trade unions, the SPF have stood shoulder to shoulder with the striking workers and their banner has been seen at several rallies and picket lines highlighting their support for workers' demands.

The SPF, as a founding member and along with other older people's organisations across Scotland, continued to be involved with the Scottish Government's Older People's Strategic Action Forum.

This group, chaired by Minister for Older People, Christina McKelvie MSP, acts as a direct link to government thereby allowing older people more active participation in consultation and policy making.

The SPF continued to be involved in several other bodies including the Cross Party Group on Older People, Age and Ageing, the Cross Party Group on Funerals and Bereavement, the Cross Party Group on Poverty, the WASPI Cross Party Group, the SG Funeral Poverty and Support Reference Group, the SG Winter Heating Benefits Stakeholder Reference Group, the SG Pension Age Disability Reference Group and the NCS Stakeholder Reference Group. In addition to this, the SPF continues to have representation on the SG Human Rights Bill Governance and Engagement Advisory Board and the Supporting Healthy Ageing at Work Project Advisory Board

During the past year, SPF representatives have been out and about with their stall at events in North Ayrshire, Renfrewshire, Dundee and the Borders as well as at affiliates' conferences in Glasgow and Perth. The SPF also attended all of the STUC equalities conferences where they were involved in workshops and network events. The SPF held outreach meetings in Edinburgh and Fife with several more arranged in the first half of 2023.

As has been standard for the past several years, the SPF held their yearly demonstration outside the Scottish Parliament to mark UN International Day of Older Persons, with support from MSP's and a members' motion to parliament being tabled calling on support for the older people's movement in Scotland.

The SPF is, as always, grateful for the support that they receive from the STUC.



Did you know...?

Courses funded by Scottish Union Learning are now delivered in the workplace and online.

Supported by funding from the Scottish Government, trade unions have organised and delivered free courses to workers across the length and breadth of Scotland, offering opportunities for upskilling and re-skilling in a range of subjects from green skills, IT and digital, to Everyday Skills.

Get in touch with your Union Learning Rep or Learning Organiser to find out more about union learning opportunities.

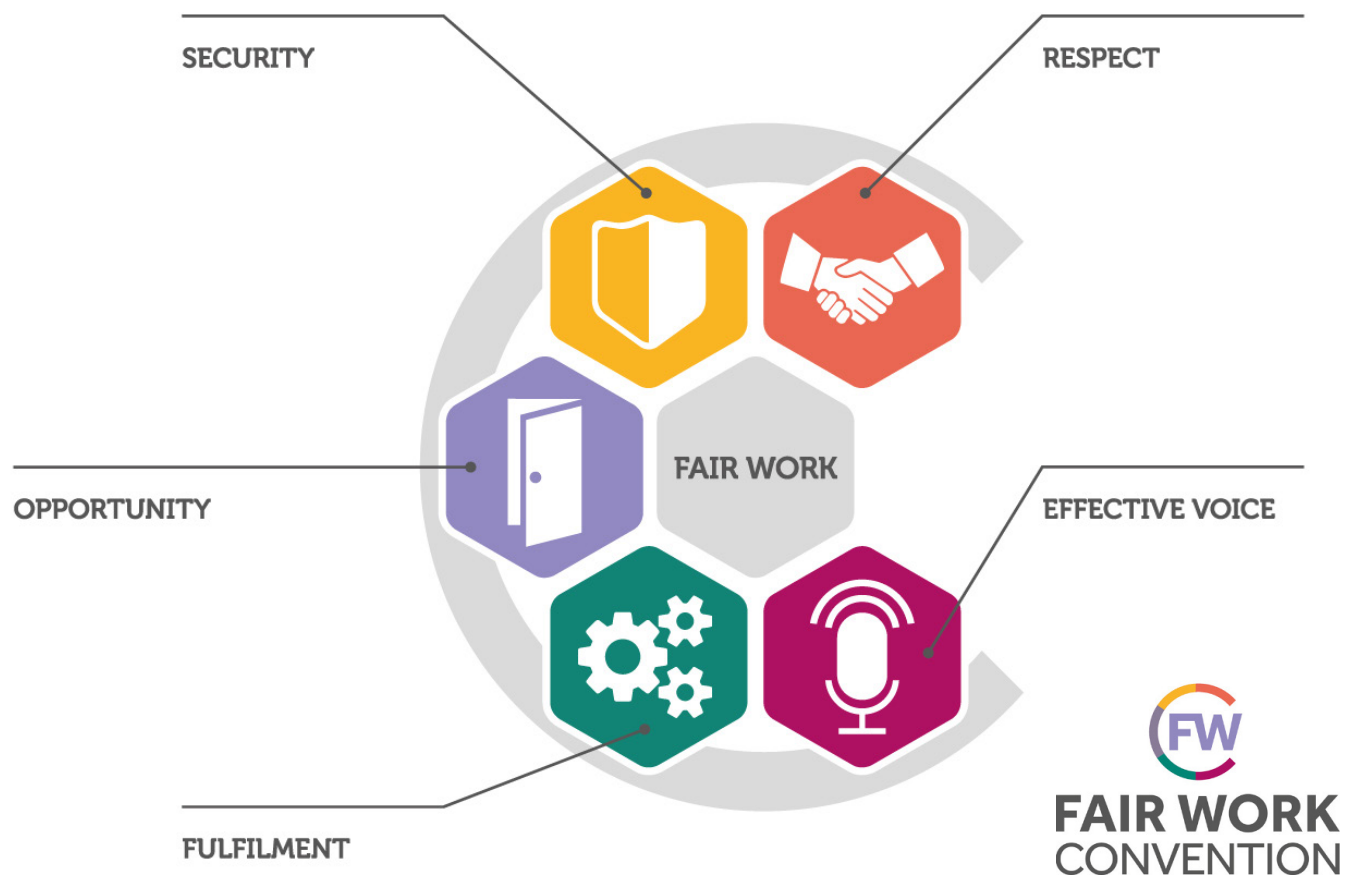


www.scottishunionlearning.com

twitter: @unionlearning

learning@stuc.org.uk





The Scottish Pensioners' Forum represents trade unions, older people's organisations and local groups by campaigning on behalf of older people throughout Scotland. We represent at both community and government level ensuring older people's voices are heard. Our recent projects and campaigns have included: -

- The two-tier pension system
- Community transport
- The National Care Service
- Digital poverty
- Fuel poverty and escalating energy prices
- The Cost of Living Crisis

Join us now to help us in our work to ensure a better deal for older people.
More information is available at our Congress stall

The SPF would like to wish the STUC and all delegates every success for Congress 2023

Campaigning for a Better Deal for Older People since 1992

SECTION 3:

SCOTTISH

UNION

LEARNING



The General Council secures an annual funding package from the Scottish Government's Fair Work Directorate.

Scottish Union Learning (SUL) takes forward the work of the General Council in relation to learning and skills.

With additional funding and sponsorship from

other partners, SUL works with unions to promote, develop, and procure trade union-led learning and skills development, aligned with STUC and Scottish Government skills and economic strategies.

SUL annual learning outcomes have, once again, exceeded 12,000.

This is mainly due to a stronger focus on vocational and work-based skills developed over the last few years, which enables workers to improve their skills and enhance their employability and resilience in an increasingly challenging labour market.

COVID-19 RESPONSE

The impact of COVID-19 continues to present challenges to the delivery of learning and skills.

The models of delivery developed at the start of the pandemic have continued to evolve to ensure effective and accessible courses.

Working with unions and providers, SUL continues to deliver online and cross-union learning opportunities to replace previous face-to-face learning.

SUL's remit now includes workers who have lost, or are at risk of losing, their jobs due to the pandemic.

Throughout the last year, there has been an increase in the delivery of face-to-face courses, and SUL has worked with unions to ensure that models of delivery are appropriate to workplace needs and demands of the learners.

An extension to the National Transition Training Fund (NTTF) from

the Scottish Government ensured that SUL was able to continue to work with Unite the Union to fund additional courses in the Aviation Sector in response to COVID-19 recovery.

THE SUL DEVELOPMENT & LEARNING FUNDS

The Development Fund

The Development Fund supports trade unions to increase their capacity to deliver work-based learning throughout Scotland.

The SUL Board allocated funding to 14 unions in the Lowlands and Uplands area of Scotland and five in the Highlands and Islands, through the 2022-23 Development Fund.

Through this Fund, work has continued to develop union learning infrastructures within individual unions.

Funding has supported ongoing engagement between unions and employers to secure workplace learning across a wide range of industries and sectors, including health and social care, transport, education, engineering, construction, oil and gas, retail, media, film and television, telecommunications, and financial services.

CASE STUDY

Unite the Union - NTTF in the Aviation Sector (Phase 2: April – August 2022)

Unite, working with Scottish Union Learning, successfully negotiated with Scottish Government an extension to the National Transition Training Fund (NTTF) project as continued interventions in the Aviation Sector were necessary due to the ongoing and disproportionate impact of the COVID-19 pandemic on the sector.

During this phase of the programme, Unite worked with Edinburgh, Glasgow, Prestwick and Highlands and Islands airports.

The negotiations with employers across these airports led to the delivery of a further 77 courses which reached an additional 869 learners.

This took the total number of learners supported through the NTTF to 1,279 with the delivery of 154 courses.

This programme created opportunities for Unite to work with employers to implement greater Fair Work practices across the various workplaces to support staff retention and recruitment – issues which have continued to plague the sector.

Unite also worked to support workers being made redundant in other sectors to transfer into the aviation sector.

CASE STUDY

BECTU (sector of Prospect): Hit the Ground Running 2022 – Group 1

Hit the Ground Running - BECTU Vision's flagship training course for runners - was back this year for the first in-person delivery since the pandemic.

The training course was delivered in situ, at the BBC River City Dumbarton's Studios with the help of 23 practitioners and a total of 60 participants over the course of two weekends.



The training course focused on entry level roles in the Production, Locations and Assistant Director's departments, offering participants a broad overview of working in film and TV as well as specialised workshops.

The weekend included sessions on production paperwork, walkie-talkie usage and set etiquette, CV clinics, crew well-being and networking opportunities.

The Learning Fund

In addition to the 19 union projects funded through the Development Fund, a further seven unions were offered support through the Learning Fund.

The Development Fund and Learning Fund support the participation of around 5,000 workers a year across Scotland. Along with other learning initiatives generated through SUL throughout the year, over 12,000 learning outcomes have been achieved.

The Learning Fund enables a range of opportunities, including employability, trade and vocational skills, and courses specifically related to the impact and effects of COVID-19. In addition, demand remains high for leadership and management skills, English Language, digital and IT skills, and awareness sessions that recognise and support mental health, autism, ADHD, dementia, and dyslexia.

Courses support learners in improving their existing skills and developing new and transferable skills that help them to remain in employment.

CASE STUDY

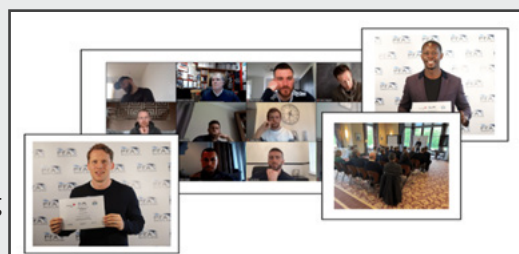
Professional Footballers Association Scotland (PFA Scotland)

PFA Scotland has developed a project to tackle the need for professional footballers to develop a second career path at a young age.

Although footballers gain transferable skills during their playing career, they may not have formal qualifications to support career development.

The PFA Scotland re-skilling and upskilling programmes address the need and demand amongst their membership for practical skills development.

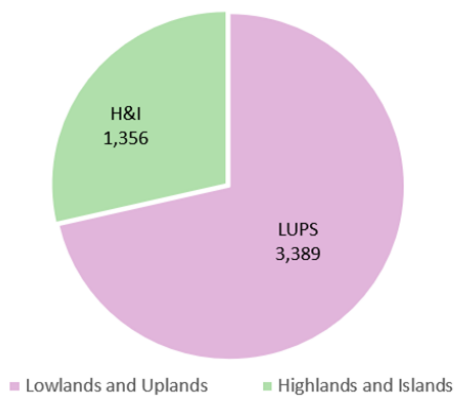
PFA Scotland has worked closely with Napier University to develop an Applied Management in Football course to support players to further develop their career paths within the football industry. The programme is yielding results, with learners moving into jobs within the union, at junior football clubs, and in community development.



SUL LEARNER STATS

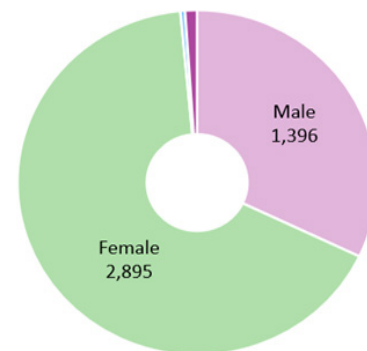
General Council Report to Congress

The Learning Fund: number of learners 2021 – 22



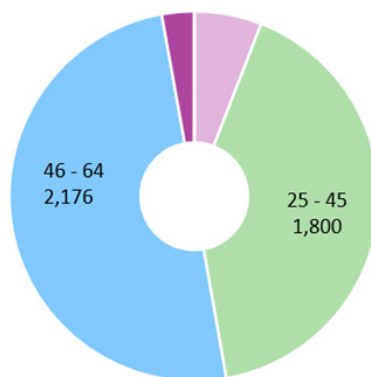
Gender identity

Male (32%)
Female (66%)
PNTS (1%)
Other (1%)

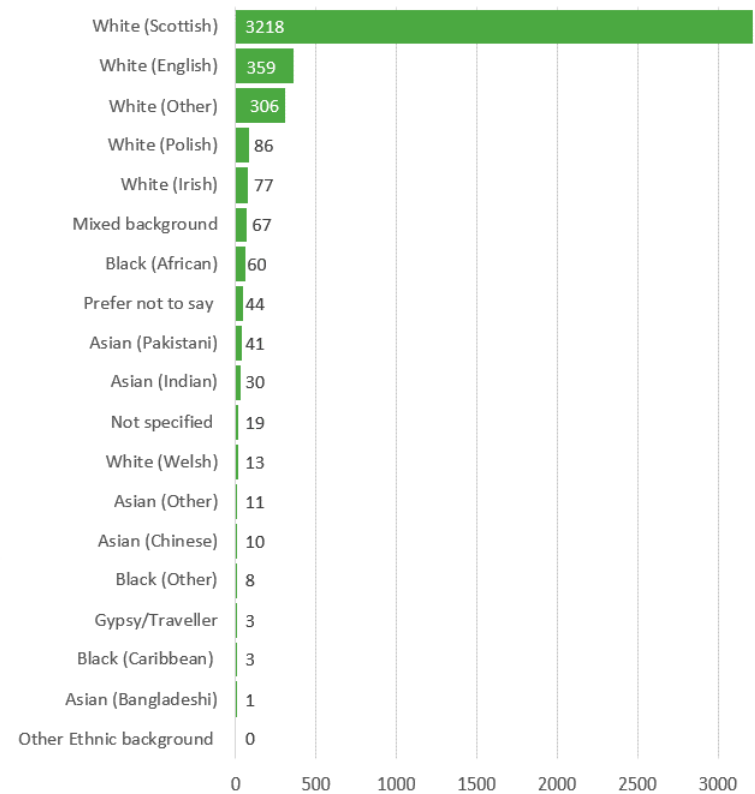


Age Range

Under 25 (6%)
25 – 45 (41%)
46 – 64 (50%)
65 and over (3%)



Ethnic origin |





HIGHLANDS & ISLANDS

SUL projects in Highlands and Islands have continued to develop their work substantially in both content and volume.

While social care, transport, media, arts, and energy sectors continue to be the main areas of focus for projects, there has been a growing awareness on the importance of learning and skills relating to green jobs and the impact of climate change in accordance with Scottish Government objectives.

In addition, there has been significant cross-union activity

aimed at supporting BAME workers across Highlands and Islands with a specific focus on Fair Work.

With COVID-19 restrictions lessened it has been possible for SUL to support ULRs in rural communities to a greater degree though face-to-face events in communities on both the mainland and islands.

Significant development work will impact positively on all SUL activities as we move into a new funding year.



CASE STUDY

West Fraser Norbord

West Fraser Norbord is a factory which manufactures wood panels near Inverness. There are approximately 100 Unite members at the unit, making it one of the largest groups out-with the public sector employers in H&I.

In 2022, Unite's H&I Project Workers responded to approaches from both the factory's Union Learning Rep (ULR) and the HR manager to re-engage with the learning and skills agenda following the difficult pandemic period.

This led to a range of successful activities around the development and delivery of a successful workplace learning programme around mental health, which was tailored around specific issues identified by the workers on site.

These sessions also provided a useful forum for workers to come together, develop relationships and focus on future learning needs.

The programme's development and delivery fostered valuable relationships between key stakeholders – ULRs, HR staff and Unite's Project Worker – which will provide a strong foundation on which future learning programmes will be built.

Unite's Highland & Islands Project Worker is currently developing a progression programme with West Fraser Norbord with support from SUL which will enable participants to extend their learning and encourage others to become involved in union activity going forward.



CASE STUDY

Artists Walking Group for Learning and Wellbeing

The Artists Walking Group course was a response to the changing needs of Scottish Artists Union members as the country emerged from the COVID-19 pandemic and the effects that successive lockdowns have had on individuals' mental health and anxiety around meeting up in person. This course was SAU's first face-to-face event in two years but it built on previous learning where walking became a mechanism for artists to unlearn and rethinking some of the exploitive working practices they face within the arts.

In February 2020, one of SAU's previous in-person learning events was a walking group led by artist Claire Shallcross. She describes: *'Walking in a group or with another person allows for a different type of conversation, it allows for pauses, silence and for discussions to take different paths or loop back on itself. I decided to use the walks as a tool alongside my practice.'*

The Artists Walking Group created a space for discussion that wasn't static, at a time when having a studio practice and the effects of several lockdowns have felt very quiet and isolating. Carving out time and creating a new learning space out-with the home felt very important and provided a safe environment for members in H&I to start to meet again.

For those unable to attend in person, the walks were supported by a series of lunchtime lectures from the artists where they could share previous walking projects and give an introduction to the walk for the following week.

All walks were accessible to those with a basic level of fitness and each location was chosen based on the artists and their work connected to a particular landscape. The walks were well received and several members who had been shielding were able to attend. Some found this emotional and expressed it was their first time meeting with anyone outside their household in the past two years. Many said it had improved their mental health, and that sharing common concerns offered them a new tool in their ongoing struggle to maintain a career, create better habits, and increase their capacity to think clearly about the conditions they work in.

Many artist members within the group found that the pandemic had blocked their ability to make new work and that learning how other artists have used walking as a tool to develop situated bodies of work was something they would like to explore in their own practice going forward.



WORKFORCE DEVELOPMENT

Workforce development is a key area of SUL activity, with support provided to unions to influence employer behaviour in relation to work-based learning, up-skilling and re-skilling, and equalities. Through this support:

BFAWU has continued to utilise learning to organise freelancers working as Interpreters, in addition

to other food and allied workers they represent.

Community has delivered Scottish Mental Health First Aid courses HMP Addiewell (Sodexo). These courses were agreed with the Sodexo Learning and Development Manager onsite as part of a new joint Learning Fund Agreement with this employer.

NUJ, as a result of demand from the industry, delivered a two-day multimedia reporting course, creative writing for wellbeing course and filming and editing for idevices. NUJ continues to promote pathways into journalism through Foundation Apprenticeships, providing the link between our existing Schools Project



and the Creative Media Modern Apprenticeship.

PCS has grown a skills programme to ensure effective skills delivery across the civil service, with a primary focus on UK Government offices.

PFAS has been developing the skills of professional footballers to support retention and progression of employment within the football industry and to develop the skills of workers moving sectors.

Prospect (BECTU) continues to deliver digital, specialist, management and inclusion skills in line with the requirements of the sector including Basic British Sign Language for Film and TV.

RMT has worked with Scotrail to agree union-led learning opportunities for apprentices as the employer is growing apprenticeship opportunities across their business.

Scottish Artists' Union has appointed three new Union Learning Reps in Scotland. This is a first for a creative union.

UNISON has continued to develop interventions within the social care sector to support workers that are

facing additional pressures due to the impact of the COVID-19 pandemic.

Unite has developed a broad skills-based programme of learning to support workers across sectors and those moving between sectors.

Udaw has been negotiating with HR at GXO Iceland depot, and is developing a learning agreement on the anniversary of their wage negotiations.

Young Workers' Project has developed a programme to support young workers to organise and challenge unfair working practices in the hospitality sector.

UNISON H&I continues to develop a network of Green Reps across the region to meet objectives around skills and knowledge for carbon literacy at work.

RMT H&I continues to develop a programme of Equality, Diversity and Inclusion in partnership with CalMac which is responsive to the ongoing demands of the workforce in terms of skills, knowledge and understanding.

NUJ H&I developed a mentoring programme to support workers from minority groups in remote and rural

areas across the region.

SAU H&I has offered a range of learning events which bring together freelance and precarious workers from rural and remote locations, enabling them to share resources and important professional knowledge for fairer working practices.

EIS and SAU in Highlands and Islands collaborated on a successful learning programme during Black History Month which encouraged BAME workers to connect and organise through learning and education.

In recognition of 2022 Year of the Disabled Worker, SUL organised a cross union learning programme on Disability, Work and Social Justice which brought a broad range of trade unions together to explore and reflect on important issues for future collaborative work.

ULRs and SUL-funded project workers organised a learning event in Orkney and established a new cross-union working group to steer cross-union learning in the new funding year.

APPRENTICESHIPS

SUL continue to take forward activity to promote and support Scotland's Apprenticeship Programme. SUL formed the Trade Union Apprenticeship Group (TUAG) in Autumn 2022 to support trade union engagement across Scottish Apprenticeships.

Meeting quarterly, the TUAG has worked as a vehicle to enhance trade union inclusion across the growing Technical Expert Groups (multi-partner groups tasked with developing Apprenticeships). SUL has worked with STUC colleagues to ensure unions lead on the inclusion of Fair Work in this process.

SUL and STUC colleagues held an Apprentice Event at the Margaret Irwin Centre in March in response to an STUC Youth Conference motion.



The focus of the event was to support Apprentices in engaging with their union. Through the Learning Fund, unions have continued to develop bespoke learning programmes for apprentices and for workers to develop mentoring skills to support apprentices within their workplace.

Through SUL, the General Council is represented on the Scottish Apprenticeship Advisory Board and Apprenticeship Approval Group, and unions have an effective voice in the governance of Apprenticeships in Scotland.

FAIR WORK: LEADERSHIP & EQUALITY PROGRAMME

Managed by Scottish Union Learning and supported by the STUC Co-ordinator for Leadership and Equalities, the Fair Work: Leadership and Equality Programme has evolved to become more integral to STUC strategy and policy.

The programme has continued to focus on building leadership capacity

within unions to take forward the Fair Work agenda. Over 1,000 people have participated in this Programme since its inception in 2015.

The 2022 Programme saw a significant number of strong applications, with funding being offered to ten projects. Three projects were organised on a cross-

union basis, thus reaching a wider cohort of unions.

As part of this Programme, the National Equality Rep Network continues to be developed.

EVERYDAY SKILLS

SUL works in partnership with Dyslexia Scotland, Dyslexia Scotwest, Scottish Book Trust, Workers' Educational Association, and other national organisations to raise awareness of Everyday Skills needs and to provide support for unions through the Everyday Skills Group.

Through the Group, unions are encouraged to engage with relevant Scottish Government strategies

and are supported in participating in national initiatives such as Adult Learners' Week, Book Week Scotland, Cyber Resilience Week, Dyslexia Awareness Week and Maths Week Scotland.

The Group is comprised of members from affiliated unions, Scottish Union Learning, TUC Education, and partner organisations.

The Group meets quarterly to discuss all aspects related to workplace literacies, digital participation, cyber resilience, dyslexia and additional learning and support needs, and is also responsible for contributing to the planning of the annual Everyday Skills Event.

DIGITAL UNIONS/ CYBER RESILIENCE

SUL works in partnership with Dyslexia Scotland, Dyslexia Scotwest, Scottish Book Trust, Workers' Educational Association, and other national organisations to raise awareness of Everyday Skills needs and to provide support for unions through the Everyday Skills Group.

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The Group meets quarterly to discuss all aspects related to workplace literacies, digital participation, cyber resilience, dyslexia and additional learning and support needs, and is also responsible for contributing to



the planning of the annual Everyday Skills Event.



SUL Conferences and Events

During the year, several events were organised by SUL, including the SUL Highlands and Islands Conference (online, September 2022), the Annual SUL Conference (in person, November 2022), the SUL Everyday Skills Event (in person, February 2023), and the Fair Work: Leadership and Equality Event (online, March 2023).

SUL also participated in numerous other events, including STUC Congress, the STUC Equality Conferences and the TUC unionlearn conference.

Work with Partners

SUL continues to work with a range of external partner organisations across Scotland. These include Skills Development Scotland, The Open

University in Scotland, Workers' Educational Association, Zero Waste Scotland, Education Scotland, SCQF, Dyslexia Scotland, the Scottish Book Trust, Learning Link Scotland, and various other learning and skills organisations. The General Council is represented on many external organisations and specific working groups by the SUL Director and other senior SUL staff.

Co-operation with the TUC

SUL continues to work with the TUC and TUC Education in Scotland to support a range of union education available to affiliates in Scotland.

The TUC is represented on the SUL Board, and SUL staff continue to attend TUC/unionlearn events. Scottish-specific online learning modules are being developed to complement existing union rep

training resources.

Plans are also in development to support the Union Learning Rep training requirements of SUL-funded union learning projects for the next SUL Programme 2023-25.

In addition, a review of trade union education has been undertaken, and wider discussions with affiliates have been taking place to ensure appropriate models of rep training can be delivered, going forward.



**FOR MORE
INFORMATION
ON SUL'S WORK**

Further information on the work of SUL which expands upon the activities described in this Section can be accessed by visiting the SUL website:

www.scottishunionlearning.com.

In addition, information can be found on SUL Social Media platforms:

Facebook: www.facebook.com/scottishunionlearning

Twitter: www.twitter.com/unionlearning
#unionlearning



REP AWARD

WINNERS

The STUC will be presenting five Union Rep Awards at Congress 2023: the Helen Dowie Award for Lifelong Learning, SUL Learner of the Year Award, the Frank Maguire Award for Health & Safety, the Organising Award, and the Equality Award.

These awards are given in recognition of the dedication and hard work of the recipients on behalf of their fellow workers and the wider trade union movement.

The STUC welcomes the support of Thompsons Solicitors in its continued sponsorship of the Frank Maguire Award for Health & Safety and the STUC Organising Award; The Open University in Scotland for sponsorship of the Helen Dowie Award; and Skills Development Scotland for sponsorship of the STUC Equality Award.

HELEN DOWIE AWARD FOR LIFE LONG LEARNING



The recipient of the 2023 Helen Dowie Award for Lifelong Learning is Linda Halford, Union Learning Rep (ULR) from UNISON.

Linda is a tireless advocate and respected organiser of trade union learning across Orkney and the Highlands and Islands.

Since being elected to the Branch Committee in 2014, Linda has been committed to raising awareness of learning opportunities and encouraging higher levels of engagement within the trade union movement, by actively participating in Orkney Council's Joint Learning Group for Workplace Learning.

Linda has played a key role in organising a wide range of learning programmes for members, including basic IT, CMI Management and Leadership courses, Digital

Skills, Mindfulness, Suicide Prevention, Menopause in the Workplace, Prostate Awareness and Workplace Conflict.

In 2017, Linda became a digital trainer, using these skills to develop and deliver a number of digital workshops to connect participants to further learning opportunities with The Open University.

Linda's commitment and dedication to union learning has directly helped a large number of learners to progress in their working roles by supporting workers to gain skills and confidence within their job roles.

Linda's fearless dedication to tackle disadvantage and exclusion in the workplace by proactively identifying valuable learning opportunities for her co-workers has had a significant positive impact on workers across Orkney, improving the confidence and employability of her colleagues by reintroducing non-traditional learners to training and commissioning further advanced courses for colleagues further improving career development and progression.



STUC FRANK MAGUIRE AWARD FOR HEALTH & SAFETY



The winner of this year's Frank Maguire Award for Health & Safety is William Reynolds from NASUWT.

William has shown enormous courage, resilience and commitment in his role as the workplace representative at Bannerman Secondary school in Glasgow by ensuring that colleagues are supported in taking lawful industrial action and measures to protect their personal safety in the workplace.

William has been a lynchpin in providing continuity, confidence and support to members dealing with violence and disruptive behaviour in the workplace.

He has an exemplary record of taking steps to protect his members against assaults at work. William played a key role in representing the views of NASUWT members and agreeing a plan of action with Glasgow City Council to put members at the heart of decision making in the school.

William also played a key role in supporting members to take action short of strike in October 2021 in response to Glasgow City Council's failure to support members. On behalf of his members he made considerable effort to resolve the dispute.

Despite this engagement the dispute was not resolved and after a successful ballot, members gave notice of a Refusal to Teach.

Members were advised that if they proceeded with the action they would be deemed to be in breach of contract and be sent home without pay.

William played a key role in engaging with members and supporting strike action which resulted in the employer providing appropriate support for the disruptive pupil, subsequently improving safety for not only staff but pupils.

William's strength, determination and dedication to the campaign is greatly appreciated by his colleagues and the wider NASUWT movement.



STUC EQUALITY AWARD

Skills
Development
Scotland



Soh Xi Ken from the Pharmacists' Defence Association is a trainee pharmacist working with NHS Scotland.

He is a founding member and the first Honorary Secretary of the PDA's LGBT+ Pharmacists Network Committee.

He is a driven and dedicated proponent of Equality and has been a key component in the campaign to ask the UK Pharmacy Schools Council (PhSC) to include, and be more inclusive of, LGBT+ health issues in the curriculum.

Ken presented the campaign at the Pharmacist Education Summit on Equality, Diversity and Inclusion, hosted by Health Education England (HEE), the PhSC, and the British Pharmacy Students Association Conference.

As well as being active on LGBT+ issues, Ken is also an active member of the PDA BAME Pharmacists network, also helping to prepare contributions to the PDA equalities council.

Ken's significant personal experiences of living in a mainly homophobic community where homosexuality can be punishable by death have driven him to secure and embed change in our society.

Along with his colleagues from the LGBT+ Pharmacists Network he resolved to make pharmacy schools more inclusive of the unique and specific health needs of LGBT+ communities; introduced the availability of pronoun badges to show support for LGBT+ patients and colleagues; and encouraged the General Pharmaceutical Council (GPhC) to publish equality guidance.

SUL LEARNER OF THE YEAR AWARD

This year's Learner of the Year is Fazai Mwakutuya from the Scottish Artists Union.

A keen learner originally from Zimbabwe, Fazai has had to overcome many barriers to access learning, her determination and dedication has seen her quickly progress through learning programmes and become a key contributor and advocate for union learning.



Fazai has actively participated in a number of workshops and learning programmes including, 'How to Write', 'Health & Safety Training for Artists', 'Bread & Roses' and 'Developing Creative Leaders'. These have helped to support her confidence in writing funding applications, applying for new work opportunities and forming strong successful campaigns.

In 2019, Fazai became a member of the Scottish Artists Union's Executive Committee, throughout her time as an Executive Committee member Fazai supported members facing discriminatory working conditions.



As a founding member of the SAU's Intersectional Inclusion Subgroup, Fazai brings a wealth of experience in relation to issues affecting artists of colour and older artists.

As a member of the Climate & Sustainability Subgroup, she shares her international experiences of climate change activism.

Fazai shows amazing resilience, focus and commitment to art and to learning despite intersectional barriers and the cultural prejudice that comes from living in a remote area with little ethnic diversity.

Through learning Fazai has developed a deeper and more meaningful relationship within her Union, building on her own learning experiences she was able to lead on and play a key part in the planning of a Highlands & Islands cross learning course during Black History Month. In October 2022, she delivered the 'United Voices' learning event in Ullapool leading on a creative session.

In 2022, she successfully applied for significant funding from Creative Scotland for a research visit to Zimbabwe to support young people in empowerment.

Through learning, Fazai now has the knowledge and confidence to negotiate contracts and pricing for her art work. Learning has empowered her to campaign for equality, diversity and inclusion at a national level within the arts sector.

STUC ORGANISING AWARD



2022 was an incredible year for union organising in Scotland.

The high turnout in ballots, strong support for industrial action, and solid strikes where required have been a defining moment in the politics of the past 12 months.

We are winning across the public, private and third sector and membership has begun to grow.

Without the hard work and active strategies of reps on the ground, this would not be possible.

It was little surprise therefore, that the STUC received a record number of nominations for this year's Organising Award.

At the time of writing the applications are still being considered, all will be revealed at Congress!

LIST OF

DELEGATES TO

CONGRESS 2023



TRADE UNIONS

Aegis the Union

*B Linn
F Steele
(1 male / 1 female)

Associated Society of Locomotive Engineers and Firemen

J Baxter
H Ezzedine
*K Lindsay
A McLaughlin
(4 male / 0 female)

Bakers, Food and Allied Workers Union

*S Woolley
(0 male / 1 female)

British Dietetic Association

V Bennett
*S Fevre
(1 male / 1 female)

Chartered Society of Physiotherapy

*C Craig
F Mackellar
P McNally
(0 male / 3 female)

Communication Workers Union

*C Anderson
P Dunn
H Gaffney
S Hartles
J McAlinden
P Rourke
J Stevenson
(5 male / 2 female)

Community

N Austin Hart
*S Banks McGregor
A Dowling
S McGurk
(2 male / 2 female)

Educational Institute of Scotland

A Bamford
D Belsey
*A Bradley
E Burns
J Chrystal
N Cimini
M Dolan
K Farrell
N Fisher
A Harley
A Hunter
D Kenny
H Kilgour
D Matthew
P McEwan
C McLellan
I Megaw
AN Other
S Quinn
M Smith
C Thorpe
N Uthmani
S Waddell
(7 male / 16 female)

Equity

*A Adnyana
J Cameron Brown
M Curran
N Gerson
K Miller
(1 male / 4 female)

FDA

*F Eadie
S Groessler
D Johnston
E Kinloch
(1 male / 3 female)

Fire Brigades Union

C Brown
S Leroux
B McCourt
I Murray
G Sproul
*M Wrack
(6 male / 0 female)

GMB

K Buchanan
T Carr-Pollock
B Carson
K Dennis
J Dolan
A Drylie
M Finn
L Gilmour
A Logan
K Masson
H Maxwell
B Miller
M Mulligan
T Robertson
C Robertson
R Steel
L Walker
(9 male / 8 female)

Hospital Consultants and Specialists Association

*A Robertson
(1 male / 0 female)

Musicians' Union

A Adamson
S Dunkley
*B Lunn
S McGurk
(3 male / 1 female)

NASUWT

H Auld
S Brown
E Carroll
S Cooper
*M Corbett
K Hay
T Lillis
S McGimpsey
K Raeburn
D Waplington
(6 male / 4 female)

National Union of Journalists

*S Barrow
A Coltart
D Elder
C Landin
(2 male / 2 female)

National Union of Mineworkers: Scotland

*N Wilson
(1 male / 0 female)

National Union of Rail, Maritime and Transport Workers

L Borthwick
G Buchanan
C Cheyne
D Douglas
M Duncan
J Feehan
A Gordon
K Guyan
M Herbison
M Hogg
A Joss
M Lynch
C MacLeod
*G Martin
N Parker
(11 male / 4 female)

Nautilus International

J Coppell
J McKechnie
*M Smyth
(2 male / 1 female)

Pharmacists' Defence Association

*P Flynn
M Hickey
V Kinnaird
U Vora
(2 male / 2 female)

POA Scotland

J Cairney
W Carle
J Devine
*P Fairlie
J McCabe
M Meikle
W Reid
(7 male / 0 female)

Professional Footballers Association Scotland

T Higgins
*F Wishart
(2 male / 0 female)

Prospect

M Aitkenhead
J Fortune
A Gannon
N Geddie
A Guthrie

*R Hardy
R Harvey
D McGill
P Ritchie
S Robertson
E Rojanai
M Ross
M Wilson
(6 male / 7 female)

Public & Commercial Services Union

M Clark
J Dunn
*F Heathcote
R Henderson
L McGachey
S McLean
M Serwotka
S West
(3 male / 5 female)

Scottish Artists Union

G Hillyard
R Moxham
*T Rogovic
(0 male / 3 female)

Scottish Secondary Teachers' Association

S Hunter
C Nicol
*S Searson
G West
(3 male / 1 female)

Society of Radiographers

*H Buchanan
N Gault
F MacLeod
(0 male / 3 female)

The Royal College of Midwives

E Currer
*J Lambert
S Tyler
(0 male / 3 female)

The Royal College of Podiatry

B Morrison
*G Pirie
S Russell
(2 male / 1 female)

Union of Shop, Distributive and Allied Workers

H Clark
A Doig
S Donaldson
J Faulds
*T Gilbert
N Honeyman
J Jones
W Keogh
R Killin
D McCrossen
J McFadyen
E McInnes
L McLean
J Redpath
D Reid
(10 male / 5 female)

UNISON Scotland

B Aitchison
T Caleary
T Dalling
W Docherty
M Ferguson
S Graham
M Houston
P Hunter
Z Hussaine
K Kennedy
S Low
*L Macer
F McDonald
J McFarlane
J McGuire
L O'Hara
K Ramsden
D Rankin
S Sim
S Smellie
I Teece
L Thomson
(10 male / 13 female)

United Road Transport Union

T McEvoy
*P McKeivitt
(2 male / 0 female)

University and College Union Scotland

G Buttars
J Findlay
A Gow
M Hersh
O Ilesanmi
M Mathison
C Morelli
J Richards
*M Senior
A Swinney
L Wånggren
(5 male / 5 female / 1 non-binary)

Unite the Union

M Alexander
G Barr
D Bell
C Bowen
G Coltart
J Cullinane
K Currie
E Dougall
R Doyle
S Doyle

D Eden
H Gilfillan
J Gillespie
S Graham
M Gray
G Haines
E Hope
P Hughes
A Kennedy
C Kennedy
S Lindsay
J MacAulay
D Mackenzie
A Mccready
H McFarlane
S McGregor
C McKay
P Mooney
*P Rafferty
M Shand
S Stewart
I Sutherland
R Tobias
I Trench
M Watt
M Wood
T Woodhouse
(22 male / 15 female)

TRADES COUNCILS

Aberdeen Trades Union Council

M Lawrence
M Martin
*S Sutherland
(2 male / 1 female)

Clydebank Trades Union Council

J Cassidy
*T Morrison
R O'Donnell
(2 male / 1 female)

Dumfries and Galloway Trades Union Council

*J Dennis
(1 male / 0 female)

Dundee Trades Union Council

*M Arnott
J Malone
P Robertson
(3 male / 0 female)

East Kilbride & South Lanarkshire Trades Union Council

H Marshall
*B Ramsey
K Wallace
(2 male / 1 female)

Edinburgh Trades Union Council

*D Loughney
I Mullen
C Robertson
(2 male / 1 female)

Fife Trades Union Council

J Hamilton
*T Kirby
(1 male / 1 female)

Glasgow Trades Union Council

*J McCarey
S Sangha
(0 male / 2 female)

Greenock and District Trades Union Council

*E Macdonald
J McCourt
(2 male / 0 female)

Inverness and District Trades Union Council

*L Ganley
R McIlwraith
S Robertson
(2 male / 1 female)

Midlothian Trades Union Council

P Moonie
L Paterson
*R Paterson
(2 male / 1 female)

North Lanarkshire Trades Union Council

*D Gilchrist
(1 male / 0 female)

Paisley and District Trades Union Council

F MacDonald
C Mack
*R Parker
(2 male / 1 female)

Thurso and Wick Trades Union Council

*D Alexander
J Deighan
(2 male / 0 female)

STUC CONFERENCES

Black Workers

T Ahmed
I Hill
*S Ner
M Sapie
R Suleiman
(2 male / 3 female)

Disabled Workers

M Gilmurray
*T Slaven
T Sneddon
(2 male / 1 female)

LGBT+ Workers

J Douglas
T Granger
C Reichle
*S Wakelam-Munro
(2 male / 2 female)

Young Workers

*R Hampton
J Morris
(1 male / 1 female)

*** Denotes Leader of Delegation**




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TUC Education in Scotland sends best wishes for a successful 2023 STUC Congress.

TUC Education trains union reps to work with union members and to make a difference in their workplace. Training is run in partnership with further education colleges and online across the UK. Union reps attend from a wide range of industries and unions.

Whether you're looking for a new reps course or you want to refresh your skills as an experienced rep, we have a course for you.

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<https://www.tuc.org.uk/training>

Get in touch via tucedsc@tuc.org.uk or speak to Jill at our stall!

AFFILIATED

ORGANISATIONS



Accord

General Secretary – Ged Nichols

Simmons House, 46 Old Bath Road, Charvil, Reading,
Berks RG10 9QR
Tel: 01189 341808
Email: info@accordhq.org
Web: www.accord-myunion.org

Aegis the Union

General Secretary – Brian Linn

Scottish Secretary – Fiona Steele

Aegis Office, Aegon, Edinburgh Park, Edinburgh EH12 9SE
Tel: 07718 122850
Email: brian.linn@aegistheunion.co.uk
Web: www.aegistheunion.co.uk

Associated Society of Locomotive Engineers and Firemen (ASLEF)

General Secretary – Mick Whelan

77 St John Street, London EC1M 4NN
Tel: 020 7324 2400
Email: diary@aslef.org.uk

District Organiser – Kevin Lindsay

59 Kirkfield View, Livingston Village, Livingston EH54 7BS
Tel: 07789 276746
Email: klindsay@aslef.org.uk
Web: www.aslef.org.uk

Association of Educational Psychologists

General Secretary – Kate Fallon

4 The Riverside Centre, Frankland Lane, Durham DH1 5TA
Tel: 0191 384 9512
Email: enquiries@aep.org.uk
Web: www.aep.org.uk

Bakers, Food and Allied Workers' Union (BFAWU)

General Secretary – Sarah Woolley

Stanborough House, Great North Road, Welwyn Garden
City, Herts AL8 7TA
Tel: 01707 260150
Email: info@bfawu.org
Regional Officer – Mark McHugh
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Email: mark.mchugh@bfawu.org
Web: www.bfawu.org

BALPA

General Secretary – Martin Chalk

BALPA House, 1 Heathrow Boulevard, 278 Bath Road,
West Drayton UB7 0DQ
Tel: 020 8476 4000
Email: martinchalk@balpa.org
Web: www.balpa.org

British Dietetic Association (BDA)

General Secretary – Liz Stockley

Director of Trade Union & Public Affairs – Annette Mansell-Green

3rd Floor, Interchange Place, 151-165 Edmund Street,
Birmingham B3 2TA
Tel: 0121 200 8080
Email: info@bda.uk.com
Web: www.bda.uk.com

British Orthoptic Society

General Secretary – Samantha Aitkenhead

3rd Floor, Interchange Place, 151-165 Edmund Street,
Birmingham B3 2TA
Tel: 0121 728 5633
Email: bios@orthoptics.org.uk
Web: www.orthoptics.org.uk

Chartered Society of Physiotherapy

**Director Employment Relations Union Services –
Claire Sullivan**

Email: enquiries@csp.org.uk

Senior Negotiating Officer – Claire Ronald

Email: scotland@csp.org.uk

3rd Floor, South Chancery Exchange, 10 Furnival Street,
London EC4A 1AB

Tel: 020 7306 6666

Web: www.csp.org.uk

Communication Workers' Union (CWU)

General Secretary – Dave Ward

150 The Broadway, Wimbledon SW19 1RX

Tel: 020 8971 7200

Email: jdunn@cwu.org

Regional Secretary Scotland – Craig Anderson

CWU Office, PP2ADH, BT Dial House, 57 Bishop Street,
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Email: scotlandregion@cwu.org

Web: www.cwu.org

Community

General Secretary – Roy Rickhuss

465c Caledonian Road, London N7 9GX

Tel: 020 7420 4010

Email: info@community-tu.org

Regional Secretary Scotland – Steve Farrell

183 St Vincent Street, Glasgow G2 5QD

Tel: 01698 304567

Email: scotland@community-tu.org

Web: www.community-tu.org

Educational Institute of Scotland (EIS)

General Secretary – Andrea Bradley

46-48 Moray Place, Edinburgh EH3 6BH

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Email: Reception@eis.org.uk

Web: www.eis.org.uk

Equity

General Secretary – Paul Fleming

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Email: info@equity.org.uk

National Official Scotland – Adam Adnyana

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Email: scotland@equity.org.uk

Web: www.equity.org.uk

FDA

General Secretary – Dave Penman

93-95 Borough High Street, London SE1 1NL

Tel: 020 7401 5555

Email: info@fda.org.uk

National Officer – Allan Sampson

46 Moray Place, Edinburgh EH3 6BH

Tel: 0131 226 4709

Email: allan@fda.org.uk

Web: www.fda.org.uk

Fire Brigades Union

General Secretary – Matt Wrack

Bradley House, 68 Coombe Road, Kingston upon Thames,
Surrey KT2 7AE

Tel: 020 8541 1765

adminHO@fbu.org.uk

Web: www.fbu.org.uk

Regional Secretary – John McKenzie

4th Floor, 52 St. Enoch Square, Glasgow G1 4AA

Tel: 0141 221 2309

Email: region01@fbu.org.uk

Web: www.fbucotland.org.uk

GMB

General Secretary – Gary Smith

Mary Turner House, 22 Stephenson Way, London NW1 2HD

Tel: 020 7391 6700

Email: info@gmb.org.uk

Scottish Secretary – Louise Gilmour

Fountain House, 1/3 Woodside Crescent, Glasgow G3 7UJ

Tel: 0141 332 8641

Email: scotland@gmb.org.uk

Web: www.gmb.org.uk

Hospital Consultants & Specialists Association (HCSA)

General Secretary – Paul Donaldson

National Officer – Allan Robertson

1 Kingsclere Road, Overton, Basingstoke RG25 3JA

Tel: 01256 770999

Email: conspec@hcsa.com

Web: www.hcsa.com

Musicians' Union (MU)

General Secretary – Naomi Pohl

30 Snowfields, London SE1 3SU

Tel: 020 7840 5504

**Regional Organiser Scotland & Northern Ireland –
Caroline Sewell**

2 Woodside Place, Glasgow G3 7QF

Tel: 0141 341 2960

Email: Glasgow@theMU.org

Web: www.musiciansunion.org.uk

TRADE UNIONS

NASUWT

General Secretary – Patrick Roach

Hillscourt, Rose Hill, Rednal, Birmingham B45 8RS
Tel: 0121 453 6150
Email: nasuwt@mail.nasuwt.org.uk

National Official Scotland – Mike Corbett

35 Young Street North Lane, Edinburgh EH2 4JD
Email: rc-scotland@mail.nasuwt.org.uk
Web: www.nasuwt.org.uk

National Association of Racing Staff

Chief Executive - George McGrath

The Racing Centre, Fred Archer Way, Newmarket CB8 8NT
Tel 01638 663411
Email: admin@naors.co.uk
Web: www.naors.co.uk

National Union of Journalists (NUJ)

General Secretary - Michelle Stanistreet

Headland House, 72 Acton Street, London WC1X 9NB
Tel: 020 7873 3700
Email: info@nuj.org.uk

National Officer - John Toner

2nd Floor Suite 2.2, 177-179 West George Street, Glasgow G2 2LB
Tel: 020 7843 3610
Email: johnt@nuj.org.uk
Web: www.nuj.org.uk

National Union of Rail, Maritime, and Transport Workers (RMT)

General Secretary – Mick Lynch

Unity House, 39 Chalton Street, London NW1 1JD
Tel: 020 7387 4771
Email: info@rmt.org.uk

Regional Officers – Gordon Martin & Michael Hogg

180 Hope Street, Glasgow G2 2UE
Tel: 01224 582 688
Email: a.craig@rmt.org.uk
Web: www.rmt.org.uk

Nautilus International

General Secretary – Anthony Mark Dickinson

Head of Industrial – Micky Smyth

Nautilus House, Mariners' Park, Wallasey, Merseyside CH45 7PH
Tel: 0151 639 8454
Email: enquiries@Nautilusint.org
Web: www.nautilusint.org

NUM (Scotland Area)

President / General Secretary – Nicolas Wilson

Scottish Mining Welfare Trust, Blair Castle, Culross, Fife KY12 8JW
Tel: 01383 882158
Email: nicky@numscotland.org.uk
Web: www.num.org.uk

Pharmacists' Defence Association (PDA)

General Secretary – John Murphy

National Officer – Paul Flynn

Old Fire Station, 69 Albion Street, Birmingham B1 3EA
Tel: 0121 694 7000
Email: enquiries@pda-union.org
Web: www.the-pda.org

Prison Officers' Association Scotland (POA Scotland)

Assistant General Secretary Scotland – Phil Fairlie

Bowden House, Cooperage Way, Alloa, Clackmannanshire FK10 3LP
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Email: adminscot@poauk.org.uk
Web: www.poauk.org.uk

Professional Footballers Association Scotland (PFA Scotland)

General Secretary – Fraser Wishart

2 Woodside Place, Glasgow G3 7QF
Tel: 0141 353 0199
Email: info@pfascotland.org.uk
Web: www.pfascotland.co.uk

Prospect

General Secretary – Mike Clancy

8 Leake Street, London SE1 7NN
Tel: 0300 600 1878
Email: gsoffice@prospect.org.uk

National Secretary – Richard Hardy

Suite G1, Cairncross House, 25 Union Street, Edinburgh EH1 3LR
Tel: 0131 558 2660
Email: scotland@prospect.org.uk
Web: www.prospect.org.uk

Public and Commercial Services Union (PCS)

General Secretary – Mark Serwotka

160 Falcon Road, London SW11 2LN

Tel: 020 7801 2850

Email: ags@pcs.org.uk

National Officer for Scotland, Northern Ireland & International Sector – Cat Boyd

145 West Regent Street, Glasgow G2 2SG

Tel: 0141 225 5150

Email: scotland@pcs.org.uk

Web: www.pcs.org.uk

Royal College of Podiatry

General Secretary (Acting) - Paul Chadwick

Employment Relations Officer (Scotland & NI) - Graham Pirie

Quartz House, 207 Providence Square, Mill Street, London SE1 2EW

Tel: 020 7234 8620

Email: contact@rcpod.org.uk

Email: graham.pirie@rcpod.org.uk

Web: www.rcpod.org.uk

Scottish Artists Union

President – B.D. Owens

Secretary – Rosa Moxham

Office 231, The Briggait, 141 Bridgegate, Glasgow G1 5HZ

Tel: 0141 559 4999

Email: office@artistsunion.scot

Web: www.artistsunion.scot

Scottish Secondary Teachers' Association (SSTA)

General Secretary – Seamus Searson

West End House, 14 West End Place, Edinburgh EH11 2ED

Tel: 0131 313 7300

Email: info@ssta.org.uk

Web: www.ssta.org.uk

Scottish Society of Playwrights

Co-Chairs – Peter Arnott & Linda Duncan McLaughlin

CCA, 350 Sauchiehall Street, Glasgow G2 3JD

Email: scottishsocietyofplaywrights@gmail.com

Web: www.scottishsocietyofplaywrights.co.uk

The Royal College of Midwives

General Secretary – Gill Walton

10 – 18 Union Street, London SE1 1SZ

Director – Jaki Lambert

37 Frederick Street, Edinburgh EH2 1EP

Tel: 0300 303 0444

Email: information@rcm.org.uk

Web: www.rcm.org.uk

The Society of Radiographers

General Secretary – Richard Evans

207 Providence Square, Mill Street, London SE1 2EW

Tel: 020 7740 7200

Email: info@sor.org

Regional Officer for Scotland – Yvonne Stewart

Tel: 020 7740 7256

Email: yvonnnes@sor.org

Web: www.sor.org

Transport Salaried Staffs' Association (TSSA)

Interim (Joint) General Secretary - Peter Pendle

16-17 Devonshire Square, London EC2M 4SQ

Tel: 020 7387 2101

Scottish Office, 180 Hope Street, Glasgow G2 2UE

Tel: 020 7387 8316

Email: supportservices@tssa.org.uk

Web: www.tssa.org.uk

Union of Shop, Distributive and Allied Workers (USDaw)

General Secretary – Paddy Lillis

Voyager Building, 2 Furness Quay, Salford M50 3XZ

Tel: 0161 224 2804

Email: enquiries@usdaw.org.uk

Regional Secretary, Scottish Region - Tracy Gilbert

Muirfield, 342 Albert Drive, Glasgow G41 5PG

Tel: 0141 427 6561

Email: glasgow@usdaw.org.uk

Web: www.usdaw.org.uk

UNISON

General Secretary – Christina McAnea

UNISON Centre, 130 Euston Road, London NW1 2AY

Email: r.rodgers@unison.co.uk

Tel: 0800 085 7857

Web: www.unison.org.uk

Scottish Secretary – Tracey Dalling

UNISON House, 14 West Campbell Street, Glasgow G2 6RX

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Web: www.unison-scotland.org

Unite the Union

General Secretary – Sharon Graham

Unite House, 128 Theobalds Road, Holborn,
London WC1X 8TN

Tel: 020 7611 2500

Regional Secretary – Pat Rafferty

John Smith House, 145-165 West Regent Street,
Glasgow G2 4RZ

Tel: 0141 404 5424

Email: pat.rafferty@unitetheunion.org

Web: www.unitetheunion.org

United Road Transport Union

General Secretary – Robert Monks

‘Almond House’, Oak Green, Stanley Green Business Park,
Cheadle Hulme, Cheshire SK8 6QL

Tel: 0161 486 2100

Email: paul.gallagher@urtu.com

Scottish Regional Officer – Peter McKeivitt

1 Tolleson Road, Runcorn, Cheshire WA7 2RX
Tel: 07775 852982

Email: peter.mckeivitt@urtu.com

Web: www.urtu.com

University and College Union

General Secretary – Dr Jo Grady

Carlow Street, London NW1 7LH

Tel: 020 7756 2500

Scotland Official – Mary Senior

Ingram House, 4th Floor, 227 Ingram Street,
Glasgow G1 1DA

Tel: 0141 225 8160

Email: scotland@ucu.org.uk

Web: www.ucu.org.uk

Writers’ Guild of Great Britain (WGGB)

General Secretary – Ellie Peers

1st Floor, 134 Tooley Street, London SE1 2TU

Tel: 020 7833 0777

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Scotland Chair – Suzy Enoch

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TRADES UNION COUNCILS

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Glasgow

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Irvine and North Ayrshire

Acting Secretary – Arthur West

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GENERAL COUNCIL



MEETINGS

General Council Member	Possible Attendance	Actual Attendance	General Council Member	Possible Attendance	Actual Attendance
Pauline Rourke	7	7	John Gillespie	7	5
Mike Arnott	7	3	Louise Gilmour	7	5
Mary Senior	7	6	Margaret Gilmurray	7	1
Brenda Aitchison	7	5	Richard Hardy	7	7
Mary Alexander	7	5	layla-roxanne hill	7	7
Cat Boyd	2	2	Ewing Hope	7	4
Andrea Bradley*	5	5	Peter Hunter	7	7
Colin Brown	7	1	Lillian Macer	7	5
Mike Corbett	7	5	Gordon Martin*	5	5
Tracey Dalling	7	5	Jennifer McCarey	7	7
John Dolan	7	5	Jake Molloy**	1	1
Susan Donaldson	7	5	Rab Noakes**	3	2
Elaine Dougall	7	6	Satnam Ner	7	5
Jenny Douglas	7	4	Susan Quinn	7	5
Annette Drylie	7	7	Pat Rafferty	7	4
Ronan Duffy**	2	0	Seamus Searson	7	7
Nicola Fisher	7	6	Tony Slaven	7	3
Larry Flanagan**	1	1	Isabella Sutherland	7	5
Natasha Gerson	7	2	Stewart Wakelam-Munro	7	3
Tracy Gilbert	7	7	Abigail Guthrie*	5	4

* Co-opted onto the General Council part way through the term

** Resigned from the General Council part way through the term



CONTACT THE

STUC

**Congress 2023
Dundee**

STUC staff can be contacted by email using the details listed in this section.

General enquiries should be sent to **info@stuc.org.uk**

NAME

Rozanne Foyer - General Secretary
Dave Moxham - Deputy General Secretary for Organising, Communications & Campaigns
Linda Somerville - Deputy General Secretary for Policy, Political Liaison & Equalities
Sarah Wiktorski - Director of Operations
Tariq Akhtar - Finance Manager
Sen Man McLean - Finance Assistant
Denis Songoro - Finance & Payroll Officer
Rachel Thomson - Campaigns & Communications Officer
Karina Liptrot - Campaigns & Communications Officer (Unions into Schools)
Sean McLaughlan - Campaigns & Communications Officer
Francis Stuart - Senior Policy Officer
Eireann McAuley - Equalities Policy Officer
Tam Wilson - Young Workers' Project/Better than Zero Project Administrator
Sherene Nelson-Cruddas - Secretary to General Secretary/Executive Assistant
Suzanne Eden - IT Assistant
Julie McIntosh - Admin & Facilities Assistant
Shona Scott - Committees & Admin Officer
Daniel Schirn - Committees & Admin Officer
Louise Ireland - Office Assistant
Denise Christie - Leadership and Equalities Project Co-ordinator
Ryan Morrison - Just Transition Officer
Gabrielle Jeliazkov - Just Transition Officer
Terry Anderson - Community & Union Development Officer/ Support@Work Manager
Eileen Cawley - Administrator/Development Workers, Scottish Pensioners Forum
Wendy Burton - Director, Scottish Union Learning
Craig Finnie - Development Officer, Scottish Union Learning
Tommy Breslin - Senior Development Officer, Scottish Union Learning
Catherine Garvie - Senior Development Officer, Scottish Union Learning
Fiona Cormack - Admin & Funding Assistant (H&I), Scottish Union Learning
Catherine Macdonald - Admin & Funding Assistant, Scottish Union Learning
Alison Raymond - Admin & Funding Assistant, Scottish Union Learning
Anna Mehta - Project Officer, Scottish Union Learning
Zoe McKeown - Project Officer, Scottish Union Learning
Natalie Price - Project Officer, Scottish Union Learning

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smclaughlan
fstuart
emcauley
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snelson-cruddus
seden
jmcintosh
sscott
dschirn
lireland
dchristie
rmorrison
gjeliazkov
tanderson
ecawley
wburton
cfinnie
tbreslin
cgarvie
fcormack
cmacdonald
araymond
amehta
zmckeown
nprice

STUC AFFILIATES BY

SECTION &

MEMBERSHIP



The following Trades Unions (42) and Trades Union Councils (20) have affiliated to the Scottish Trades Union Congress for the year 2023/24.

The total affiliated membership is **548,419**.

SECTION A	Members	% Women Members
Accord	3,421	68%
Aegis the Union	938	60%
Associated Society of Locomotive Engineers and Firemen	1,856	5.10%
Bakers, Food and Allied Workers' Union	347	32%
BALPA	168	-
Community	2,460	33.2%
Equity	2,589	52.6%
GMB	50,500	50.99%
Musicians' Union	2,392	34%
National Association of Racing Staff	324	61.11%
National Union of Journalists	1,599	43%
National Union of Rail, Maritime and Transport Workers	10,011	14.6%
Nautilus International	2,348	6.01%
National Union of Mine Workers (Scotland Area)	25	0%
Pharmacists' Defence Association	2,579	72%
Professional Footballers Association Scotland	1,440	7.5%
Scottish Artists Union	2,100	70%
Scottish Society of Playwrights	163	55%
Transport Salaried Staffs' Association	1,605	32%
Union of Shop, Distributive and Allied Workers	37,068	55%
Unite the Union	133,500	28%
United Road Transport Union	501	7.4%
Writers Guild of Great Britain	139	45.32%

SECTION B

	Members	% Women Members
Association of Educational Psychologists	26	88.5%
British and Irish Orthoptic Society	98	97%
The British Dietetic Association	981	93.48%
Chartered Society of Physiotherapy	3,900	90.2%
Communication Workers' Union	16,005	19.4%
Educational Institute of Scotland	58,290	77.5%
FDA	1,983	59%
Fire Brigades Union	4,530	7.99%
Hospital Consultants and Specialists Association	160	37.5%
NASUWT	6,967	74%
Prison Officers' Association Scotland	3,517	33.03%
Prospect	15,569	32.4%
Public and Commercial Services Union	25,922	59%
Royal College of Podiatry	1,243	90%
Scottish Secondary Teachers' Association	5,613	63%
The Royal College of Midwives	3,992	99.7%
The Society of Radiographers	2,149	87.7%
UNISON	129,508	72%
University and College Union Scotland	9893	50.57%

SECTION C: TRADES COUNCILS

Aberdeen Trades Union Council	Glasgow Trades Union Council
Clydebank Trades Union Council	Greenock & District Trades Union Council
Cumbernauld & Kilsyth District Trades Union Council	Inverness & District Trades Union Council
Dumfries & Galloway Trades Union Council	Irvine & North Ayrshire Trades Union Council
Dundee Trades Union Council	Midlothian Trades Union Council
East Ayrshire Trades Union Council	Moray Trades Union Council
East Kilbride & South Lanarkshire Trades Union Council	North Lanarkshire Trades Union Council
Edinburgh Trades Union Council	Paisley & District Trades Union Council
Falkirk Trades Union Council	Thurso & Wick Trades Union Council
Fife Trades Union Council	West Lothian Trades Union Council

OBITUARY



Mike Barry	National Union of Rail, Maritime and Transport Workers
Alex Bennett	National Union of Mineworkers
David Clyne	Unite the Union
Dick Connor	Educational Institute of Scotland
Joe Dempsey	Unite the Union
Martin Doran	GMB
Harry Hanney	Unite the Union
Margaret Harvey	Educational Institute of Scotland
Robin Hunter	UNISON and Dundee Trades Union Council
Sharon Jeffrey	Public and Commercial Services Union
Stuart Jeffrey	Public and Commercial Services Union
Derek Kennedy	NASUWT
Joe Kirby	National Union of Rail, Maritime, and Transport Workers
Jim McAulay	AEU and Dundee Trades Union Council
Jimmy MacAuley	National Union of Rail, Maritime, and Transport Workers
John MacDonald	National Union of Rail, Maritime, and Transport Workers
Ian MacIntyre	National Union of Rail, Maritime, and Transport Workers and former General Council member
John McIntyre	Unite the Union
Glen Miller	Unite the Union
Wilma Muntus	Educational Institute of Scotland
Rab Noakes	Musicians' Union and General Council member
Bob Revie	UNISON
Andy Samuel	University and College Union
Angus Simpson	Unite the Union
Michele Strong	Musicians' Union
Jim White	Educational Institute of Scotland

STUC PAST

PRESIDENTS

**Congress 2023
Dundee**

1897	D McPherson (Glasgow TUC)	1938	H Ellison (National Union of Railwaymen)
1898	John Keir (Aberdeen TUC)	1939	R Talor (Scottish Horse and Motormen)
1899	T McBurney (Dundee TUC)	1940	W Quin (N.U.G and M.W)
1900	T Wilson (Edinburgh Bakers)	1941	J Watson (N.U.D and A.W)
1901	Councillor J Ken (Typographical)	1942	C Murdoch (Scottish Miners)
1902	Councillor W Muirhead (Ironmoulders)	1943	P Henderson (Scottish Miners)
1903	Robert Smillie (Miners)	1944	J Crawford (Printers' Assistants)
1904	George Murdoch (Perth TUC)	1945	J Young (A.E and S.D)
1905	Robert Smillie (Miners)	1946	Councillor J Campbell (N.U.R)
1906	Bailie W Johnstone (Aberdeen TUC)	1947	Councillor J Duncan (Cons. Engineers)
1907	John T Howden (Joiners)	1948	J Sullivan (T and GWU)
1908	James Gavin (Ironworkers)	1949	Councillor W McGinniss (G. and M. W.)
1909	James Gavin (Ironworkers)	1950	W Pearson (National Union of Mineworkers)
1910	J C Hendry (Breachin Mill Workers)	1951	J Lang OBE (I. And S.T.C)
1911	James Brown (Miners)	1952	J Brannigan MBE (S.H.M.A)
1912	D Palmer (Aberdeen TUC)	1953	A.D. McKeller OBE (A.E.S.D)
1913	Councillor A R Turner (Glasgow TUC)	1954	J G Bothwell (T.S.S.A.)
1914	Bailie R Climie (Ayrshire TUC)	1955	T B Meikle OBE (T and GWU)
1915	NO CONGRESS HELD	1956	D Currie (C and AWU)
1916	David Gilmour (Miners)	1957	F Donachy (National Union of Railwaymen)
1917	Robert Allan (Edinburgh TUC)	1958	W Mowbray (Scottish Union of Bakers)
1918	Hugh Lyon (Horse and Motormen)	1959	A Moffat (National Union of Mineworkers)
1919	Neil S Beaton (Shop Assistants)	1960	James Milne (Aberdeen Trades Council)
1920	William Shaw (G.T and L.C)	1961	Edward W King (USDAW)
1921	Bailie J Walker (I and S.T.C)	1962	Patrick Connor (AEU)
1922	C N Gallie (Railway Clerks)	1963	David Lauder (NUR)
1923	J Murdoch (Scottish Mineworkers)	1964	Frank H Stephen (DATA)
1924	Tom Wilson (Shop Assistants)	1965	William Scholes (T and GWU)
1925	W Leonard (Furnishing Trades)	1966	Alex H. Kitson (SCMU)
1926	J F Duncan (Scottish Farm Servants)	1967	W McLean (National Union of Mineworkers)
1927	P Webster (Horse and Motormen)	1968	J Irvine (ISTC)
1928	J Nairns (Textile Workers, Kirkcaldy)	1969	Enoch Humphries (FBU)
1929	George Kerr (Workers' Union)	1970	J A Matheson (NUR)
1930	R Watson (Scottish Typographical Association)	1971	A M Donnet (NUGMW)
1931	C N Gallie (Railway Clerks)	1972	R MacDonald (T and GWU)
1932	W Leonard (Furnishing Trades)	1973	A W Day (ASTMS)
1933	James Crawford (Printers' Assistants)	1974	Miss E McIntyre (NUH&KW)
1934	Thomas Scollan (Glasgow TUC)	1975	J H Dollan (NUJ)
1935	Thomas Brown (Shop Assistants)	1976	Andrew Forman (USDAW)
1936	James Young (A.E.S.D)	1977	Hugh D'arcy (UCATT)
1937	Bell Jobson (Scottish Farm Servants)	1978	Arthur Bell (ISTC)

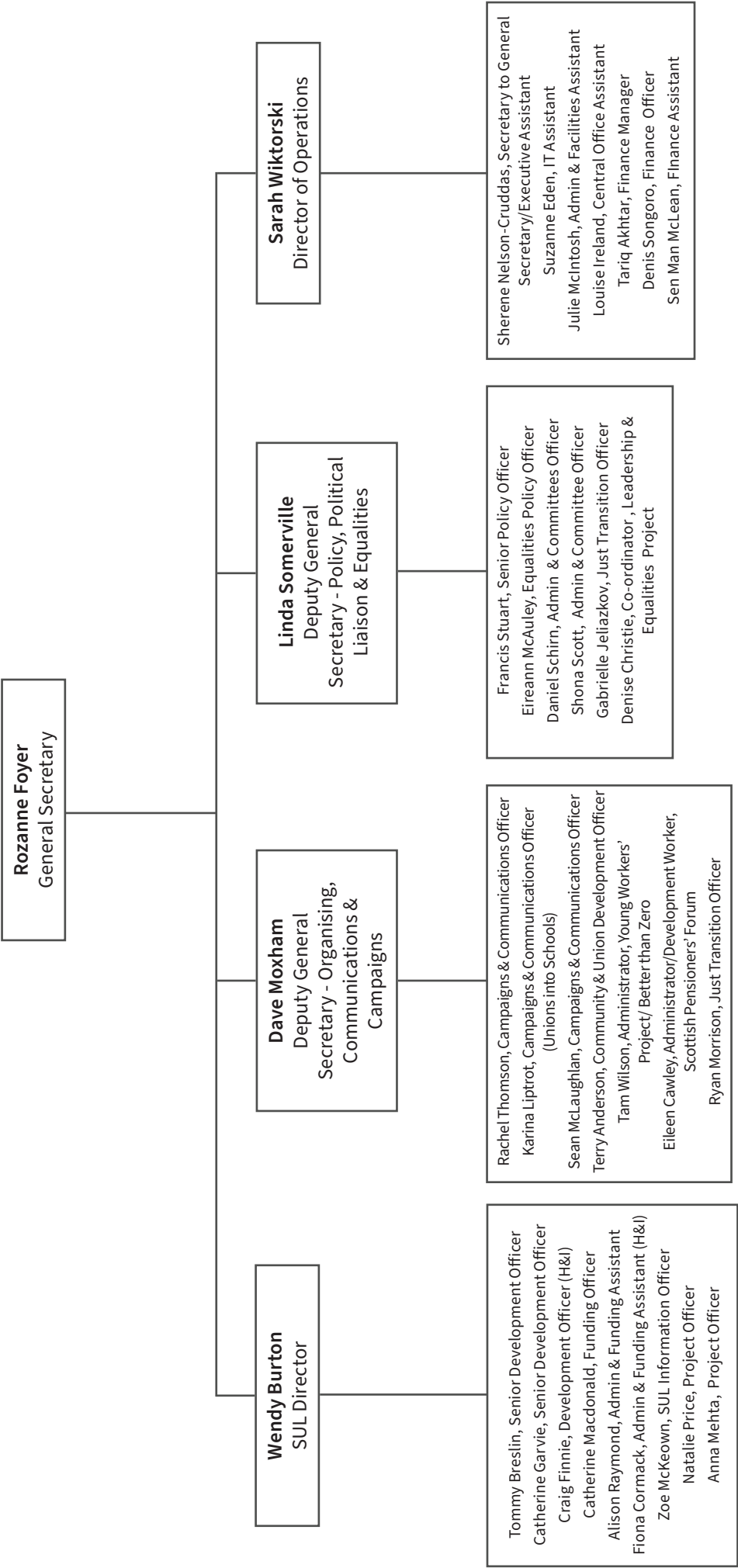
1979	Charles C. Drury (NALGO)	1999	Anne Middleton (UNISON)
1980	Bill Dougan (A.S.B.S.B.S.W.)	2000	Matt Smith (UNISON)
1981	Jimmy Morrell (General & Municipal Workers Union)	2001	Liz Elkind (Edinburgh Trades Union Council)
1982	John D Pollock (EIS)	2002	David Bleiman (Association of University Teachers: Scotland)
1983	Andy Barr (National Union of Railwaymen)	2003	Pauline Frazer (AEEU)
1984	John Langan (ASTMS)	2004	Sandy Boyle (UNIFI (Banking Union))
1985	Tom Dougan (A.U.E.W:E.F.C.)	2005	Anne Douglas (PROSPECT)
1986	Hugh Wyper (T&GWU)	2006	John Keenan (South Lanarkshire and East Kilbride TUC)
1987	Ron Curran (National Union of Public Employees)	2007	Katrina Purcell (UNISON)
1988	Charles Gallacher (NALGO)	2008	Phil McGarry (RMT)
1989	Ronnie Webster (Aberdeen Trades Council)	2009	Fiona Farmer (Unite)
1990	George Bolton (National Union of Mineworkers: Scottish Area)	2010	Martin Keenan (Communication Workers' Union)
1991	Clive Lewis (Iron and Steel Trades Confederation)	2011	Joy Dunn (PCS)
1992	Jane McKay (Glasgow Trades Council)	2012	Mike Kirby (UNISON)
1993	Chris Binks (Confederation of Health Service Employees)	2013	Agnes Tolmie (Unite)
1994	Harry McLevy (Amalgamated Engineering & Electrical Union)	2014	Harry Frew (UCATT)
1995	Willie Queen (Transport and General Workers Union)	2015	June Minnery (GMB Scotland)
1996	Pat McCormick (USDAW)	2016	Lawrence Wason (USDAW)
1997	Mary Harrison (GMB Scotland)	2017	Helen Connor (EIS)
1998	Pat Kelly (National Union of Civil & Public Servants)	2018	Satnam Ner (Prospect)
		2019	Lynn Henderson (PCS)
		2020	Jackson Cullinane (Unite the Union)
		2021	Mary Senior (University and College Union)
		2022	Pat Rafferty (Unite)



PAT RAFFERTY, 125TH STUC PRESIDENT, RINGING THE CONGRESS BELL, FIRST USED AT THE INAUGURAL STUC CONGRESS IN GLASGOW IN 1897

STUC STAFF STRUCTURE

Congress 2023
Dundee



EXTERNAL

ORGANISATIONS



Apprenticeship Approvals Group
Ayrshire Community Wealth Building Advisory Group
Close the Gaps Advisory Research Group on Disabled Women's Experiences of Employment

Early Learning and Childcare Workforce Project Board
Energy Skills Alliance Leadership Group
Fair Work Convention Board

Fair Work in Modern and Graduate Apprenticeships Research Advisory Group
Gender Pay Gap Working Group
Glasgow Building Preservation Trust Board
Just Transition Commission

Learning Link Board
Maternity Action UK
Ministerial Partnership Action for Continuing Employment (PACE) Partnership
National Strategic Forum for Adult Learning
National Strategy for Economic Transformation Delivery Board
National Transport Accessibility Steering Group

North Sea Transition Implementation Group
Oil and Gas Energy Transition Industry Leadership Group

Oil and Gas Industry Leadership Group and Maximising Economic Recovery Forum
Open University/Union Learn Steering Group
Partnership Action for Continuing Employment (PACE) Glasgow Partnership
Partnership for Health and Safety in Scotland (PHASS)

Police Scotland Break the Race Ceiling Advisory Group

Project Ability Board
Renewable Energy Strategic Leadership Group

Tommy Breslin, STUC
Rozanne Foyer, STUC

Sonia Allori, MU, Disabled Workers Cmmt
Linda Somerville, STUC
Pat Rafferty, Unite, General Council
Rozanne Foyer, STUC; Mary Alexander, Unite, General Council; Lillian Macer, UNISON, General Council; Tracey Gilbert, Usdaw, General Council; Satnam Ner, Prospect, General Council

Tommy Breslin, STUC
Francis Stuart, STUC
Scott Donohue, UNISON
Elaine Dougall, Unite, General Council; Richard Hardy, Prospect, General Council, Jake Molloy, RMT
Wendy Burton, STUC
Ann Will, Women's Cmmt

Wendy Burton, STUC
Wendy Burton, STUC
Rozanne Foyer, STUC
Margaret Anslow, Unite, Disabled Workers Cmmt
John Boland, Unite
Rozanne Foyer, STUC
Jake Molloy, RMT

Jake Molloy, RMT
Tommy Breslin, STUC
Tommy Breslin, STUC
Dave Moxham, STUC
Scot Walker, Unite
Lilian Macer, UNISON, General Council
Sara Medel Jinéñez, NASUWT, Black Workers Cmmt
Wendy Burton, STUC
Dave Moxham, STUC

Scottish Apprenticeship Advisory Board (SAAB) Employer Engagement Group Scottish Apprenticeship Advisory Board (SAAB) Equalities Group	Craig Finnie, STUC Linda Somerville, STUC
Scottish Apprenticeship Advisory Board (SAAB) Standards and Frameworks Group	Tommy Breslin, STUC
Scottish Credit and Qualifications Framework (SCQF) Forum Scottish Council for Development and Industry (SCDI) Board Skills Development Scotland (SDS), Climate Emergency Skills Action Plan Group	Wendy Burton, STUC Rozanne Foyer, STUC Jake Molloy, RMT
Skills Development Scotland (SDS) / Scottish Qualifications Authority (SQA) (Future Standards Architecture Advisory Forum) Skills Development Scotland (SDS) Engineering Skills Leadership Group Scottish Food Coalition Group Scottish Parliament Cross-Party Group on Poverty Scottish Parliament Cross-Party Group on Disability	Tommy Breslin, STUC Tommy Breslin, STUC Eireann McAuley, STUC Andrea Bradley, EIS, General Council Tony Slaven, UNISON, Disabled Workers Cmmt; Clare Sweeney, UNITE, Disabled Workers Cmmt Rozanne Foyer, STUC Rozanne Foyer, STUC Linda Somerville, STUC Dave Moxham, STUC
Scottish Rail Holdings Ltd Board Scottish Energy Advisory Board Scottish Government Employment & Mental Health Group Scottish Government Youth Guarantee Working Group Scottish Parliament Cross Party Group on Women Against State Pension Inequality	Joyce Stevenson, CWU, Women's Cmmt; Fiona Steele, Ageis, Women's Cmmt Pat Rafferty, Unite, General Council Dave Moxham, STUC Dave Moxham, STUC Francis Stuart, STUC Peter Hunter, UNISON, General Council Wendy Burton, STUC
Scottish National War Memorial Scottish Poverty Alliance Scottish Procurement Supply Group Strategic Labour Market Group	Catherine Garvie, STUC Catherine Garvie, STUC Catherine Garvie, STUC Catherine Garvie, STUC
Scottish Qualifications Authority (SQA) Advisory Council Scottish Government Cyber Resilience Learning Network Scottish Government National Numeracy Practitioners Network Scottish Qualifications Authority (SQA) Qualification Development Team Scottish Qualifications Authority (SQA) Strategic Sector Panel for Computing Scottish Government Minimum Income Guarantee (MIG) Scheme Expert and Steering Group Scottish Government Business Purpose Commission South of Scotland -Shadow Workers' Interest Committee	Eireann McAuley, STUC Pat Rafferty, Unite, General Council Andy Macfarlane, Unite Steven Muir, USDAW Linda Somerville, STUC Catherine Garvie, STUC
Time for Inclusive Education (TIE) Campaign Group Zero Waste Scotland SWITCH (Scottish Waste Industry Training, Competency, Health & Safety) Forum	



PACE

Facing redundancy? PACE can help.

Partnership Action for Continuing Employment (PACE), is the Scottish Government initiative dedicated to helping individuals with the advice and support they need when faced with redundancy.

PACE can work with trade union representatives to:

- deal with a wide range of employee support issues
- provide long term support for affected employees
- offer free and impartial advice from partner organisations.

**Find out more:
0800 917 8000
[redundancyscotland.co.uk](https://www.redundancyscotland.co.uk)**



**Scottish Government
Riaghaltas na h-Alba**