**Service and Conditions Officer AGM Report 2020-21**

What a year we have had, who would have seen this coming?

We all have had to change our life in so many ways, learn new phrases, social distance, face coverings, home working, Zoom and MS Teams, home schooling etc.

While this is a year we would rather forget, it is likely to be one that we will always remember. The vaccine rollout is now under way and hopefully the recovery becomes a larger light at the end of the tunnel. Unfortunately, we are still likely to face many challenges. Luckily this year, we are in a midst of a Scottish Government election, which normally means local government budgets are protected to some degree, fingers crossed.

Some of the budget cut proposals suggested first in 2008, have yet again resurfaced, flat overtime rates, Voluntary Severance/Redundancy, ending unsocial hour payments. After the recent senior management restructure, we hoped that this year would have been Transformational, with Management considering Staff suggestions rather than attacking our T&Cs. For example PAT testing by our own staff, and allowing our land services to insource fencing contracts are two examples that have been suggested but never properly considered.

Your Transformational changes should be considered equally alongside management proposals!

As your Service and Conditions Officer I have been involved in many strong discussions this year, I have attended policy group meetings, negotiating with Management to protect and enhance our existing conditions. As a branch officer I have raised many off your issues at the JTUC, TU Management Meetings, Tripartite and Bipartites. If you have any concerns and want issues raised please contact any shop steward and we will put your issue on the agenda. We are always on the lookout for new stewards and would welcome the opportunity to discuss this further with any member that wants to be more active in the branch.

I expect that this coming year will bring even more challenges, being part of UNISON allows us all to have a strong voice, protect our members, and ensure that there are helping hands available when you need it.