



Clackmannanshire UNISON AGM 2025

Papers

Agenda

Chairperson's Welcome Address

Speaker: David O'Connor – Regional Officer

Reporting Business of the A.G.M.:

1. Attendance
2. Apologies
3. Minutes of the previous AGM
4. Matters Arising
5. Reports from Officers
6. Agreement of Audited Accounts
7. Election of Officers and Shop Stewards
8. Any Other Competent Business

Clackmannanshire UNISON Minutes of 2024 AGM

Speaker: Seonaid Scott, H&S Officer, Clackmannanshire Council – unfortunately Seonaid was called out to an emergency and was unable to attend on time.

Kevin McIntyre introduced the top table were Kevin McIntyre – Branch Secretary, Elaine Dewar – Branch Chair, David Wilson -Treasurer and Service & Conditions Officer, Kevin Keane – Welfare Officer and David O'Connor – UNISON Regional Officer.

Agenda Item 1: Attendance – Sheets attached.

Agenda Item 2: Apologies – As above, noted on sheets

Agenda Item 3: Minutes of AGM 2023 – these were proposed by Frank Jaffray and Seconded by Elizabeth Dick. They were then put to the AGM and were unanimously agreed.

Agenda Item 4: Matters Arising – there were no matters arising.

Agenda Item 5: Reports from officers. These are available to all on the Clacksunison website.

Agenda Item 6 – Agreement of Audited Account and proposed Budget for 2024 as well as proposed payment of honoraria for 2024.

David Wilson presented the proposed Budget and Honoraria Figures. These were proposed by Pamela Robertson and seconded by Andrew Downie. They were agreed unanimously by the floor.

Agenda Item 7: Election of Officers and Shop Stewards. The list of those stewards and officers who were nominated and seconded were supplied and agreed.

Agenda Item 8: Lucky Star Winner was Paul Morris who was awarded a £50 Tesco voucher.

Agenda Item 9:

- David Wilson highlighted a budget proposal to stop those who have left the council before an agreement is reached on the pay rise would no longer be able to claim this money back. He encouraged members to speak to their councillors to tell them this is unacceptable.
- A question was raised from the floor about a potential of 150 job losses in the manual work force and if it was to go ahead would any of these be Chief Officers. David Wilson responded that there were no current proposals to cut Chief Officers as part of this year's budget. Kevin McIntyre added that though the numbers were unlikely to be that high we need to keep in mind that councillors voted to remove indefinite redeployment last November, so anyone who is made redundant would have up to 6 months on redeployment to find a new role or they would face compulsory redundancy. Brenda Kelly also added that UNISON had pushed to have all current posts which have gone out to advert be stopped until we know where posts will be cut. This was agreed by the employer.
- William Conroy asked what the proposals would look like for Lands Services. Employees have been told by managers that their jobs are not safe. Kevin McIntyre responded that there were no clear details on what services would look like *if* options were taken to reduce the workforce. There would be a consultation process with managers if any such proposals were agreed by Council.
- A point was raised from the floor about bereavement leave at Clackmannanshire Council. A manager was dictating employees only got a half day for a family funeral. Kevin McIntyre responded this isn't in line with current practice and policy and suggested a formal grievance.
- William Conroy asked about the move to a £15 minimum wage for Local Government. Kevin responded that it would depend on year on year pay increases but encouraged members to participate in UNISON surveys on pay as well as in all ballots for pay and strike action.

Branch Officer Reports

Branch Secretary Report – Kevin McIntyre

I'd like to thank our members for their support over yet another trying year. Last year's Local Government pay campaign had not been as successful as we would have liked although the result was still an increase on the original offer and concessions on future pay negotiations. Once again COSLA dragged their feet over the pay negotiations but, as I write this, we have just received the offer for 2025/26, and an earlier offer was once of those concessions. While 3% is looking like another below inflation offer, it at least has come in on time this year so hopefully we won't have to wait until November/December to get our pay increase at the end of the pay campaign. Please look out for further communications from the Local Government Committee on the pay offer and actions we will be taking shortly.

At the start of December 2024 the branch ran a survey of our members on some key issues like pay and bullying and harassment in the workplace. The data from that survey is currently being reviewed to see if there are any key issues the branch should be campaigning on at this time. When we were looking at your preferences for the pay negotiations this year it was clear that as well as a significant pay increase, you also wanted to see a move on other issues like the option for a no detriment reduction in the working week that was part of the campaign a couple of years ago. The Clackmannanshire branch will therefore be pushing the Local Government Committee to make this a key component of the negotiations this year. It is to be hoped other branches see this as a priority too.

Last year we had a few new stewards join up and these stewards have been doing their training and getting involved in some key issues within their areas. These individuals are now up to speed and taking on core work within the branch so you will be seeing a lot more of them over this coming year. As always, we would encourage members to become stewards, especially in teams and departments which don't already have a steward.

Lastly then I would like to touch on budget negotiations. These never seem to get any easier and while UNISON has been mostly successful in limiting the number of cuts that directly involve staff to low numbers in recent years, we do keep coming back to reductions in services and posts making it more and more difficult to deliver the essential public services we provide. Last year I had setup some online meetings after the working day and at lunchtime to allow members to feed back to us on any specific issues in their own teams and ask us questions. We've done the same things this year I do hope members avail themselves of these opportunities to make their voices heard. We are a member led union so we do need to hear what you all have to say.

I hope for a fruitful year for the branch and would hope we can expand our activist base to employers and departments who don't currently have any stewards. We are here to support you our members so if there any questions or issues you want us to look at, please do get in touch with a steward or myself and we'll do our best to help.

Kevin McIntyre
UNISON Clackmannanshire
Branch Secretary

Chairperson Report – Elaine Dewar

Another year has gone by and although I've been a Steward and our Equalities Officer over a few years, this was my first year 'in the chair' as it were.

The chairperson's primary role is to officiate meetings and to ensure the smooth running of the branch alongside the Branch Secretary and while this is a challenging environment to work in it also very rewarding and I hope I can continue to contribute to the hard work our branch officers and stewards undertake on behalf of all our members.

The day-to-day work of UNISON can often go unnoticed until such time as a member has a need for representation, however it's been interesting to note the amount of work that goes into keeping the branch up to date and operational so that we are ready when needed most. The work of the regional staff and elected national committee's offers key support to the branch but they are also vital for the national campaigns that are run, notably the work on Local Government pay campaigns in the last few years.

UNISON continues to support members who are struggling financially with our welfare charity 'There for You', so if you are struggling, please get in touch and we will offer whatever help we can.

As the branch Chair I would like to thank all our stewards and officers for their continued hard work and their support over the last year. They have all worked hard to resolve issues, campaign for safer workplaces and to fight for a decent pay rise.

In 2025 we will be pushing to be a more visible presence in our workplaces to ensure that you know who we are and encourage everyone to take a more active part in UNISON.

We will continue to fight for fair pay for workers.

We will continue to fight to save our services and jobs.

We will continue to fight for equalities.

Elaine Dewar
Branch Chair

H&S Officer Report – Kenneth Wilson

UNISON Survey and Health & Safety Updates

UNISON recently conducted a survey of members across the education estate to gauge the quality of Personal Protective Equipment (PPE) being issued. Although the response rate was low, there have been ongoing reports of members being asked to carry out playground supervision without being provided with waterproof or warm clothing.

Your Participation Matters

UNISON is member-led, and your participation is crucial in highlighting issues and finding solutions. We encourage members to raise any health and safety concerns. Support will be offered to find a solution.

Health & Safety Audits and Improvements

Working with colleagues in the Health & Safety team, UNISON stewards have been conducting health and safety audits for council premises. This has highlighted several issues, leading to the employer commissioning remedial work. A notable example is the recent PAT testing carried out in Kilncraigs.

Addressing Violence Against School Staff

There are an increasing number of verbal and physical assaults on school staff. This remains largely under-reported by members, and the Branch is planning to actively campaign to address this issue. Members impacted by these issues are encouraged to get in touch.

Conference Highlights and Climate Change Impact

UNISON's Scottish Health & Safety conference, held in October, raised many issues common to all local authorities. A very informative presentation outlined the hidden impact on staff caused by the increasing severe weather events due to climate change. Examples from the USA showed the correlation between flooding and subsequent contamination, potentially exposing members to hidden dangers during clean-up and repair operations.

Sobering Statistics and Our Message

In 2024, there were 138 workplace deaths in the UK. This is a stark reminder that health and safety is everyone's responsibility. We strongly urge all members: if you have any doubts about safety, do not hesitate to speak up!

If you have any health and safety concerns, please don't hesitate to email us at kwilson3@clacks.gov.uk for advice or support.

Your safety is our priority

Lawrence Hunter – Education Officer’s Report 2024/25

Learning and Organising (L+O) remains the backbone of our branch’s growth, empowering members with the skills, confidence, and knowledge to take action in the workplace. As the local branch Education Officer, I have been dedicated to promoting training and educational opportunities that strengthen our stewards and members. Over the past year, I have organised Stewards’ Induction courses and specialist training to enhance their ability to negotiate with management and tackle workplace issues that affect our members’ lives.

In March 2024, I was honoured to be re-appointed as Chairperson of the Scottish Region’s Learning and Organising (L+O) Committee. I took on this role because I truly believe that education is a powerful tool in the fight for workers’ rights. Through UNISON learning, we have been able to drive successful campaigns that improve pay, conditions, workplace safety, and equality.

The L+O Committee plays a key role in shaping training for all UNISON members. We are committed to making union learning accessible to all, creating an environment where individuals feel supported in their education without the barriers that traditional learning can sometimes present. As Chairperson, I am focused on expanding training opportunities, ensuring every member—regardless of background or experience—has access to the knowledge they need to advocate for themselves and others.

When developing the 2025/26 training events calendar, our committee took a broad and forward-thinking approach, including training in digital literacy, health and safety, and management skills. Our goal is to foster resilience and confidence among members, equipping them to respond effectively to the challenges they face in the workplace.

A Lifelong Commitment to Education and Training

I have been a Lay Tutor with UNISON since its formation, contributing to every training programme since the union was established. In 2024/25, I tutored on a range of courses, a role I find incredibly rewarding—not just for the opportunity to educate but also to learn from other branches and share best practices within our own local branch.

A key priority for me is developing new tutors to expand the reach of our training. Last year, I was proud to help train and mentor 12 new Lay

Tutors in Scotland, strengthening our ability to deliver courses to a wider audience.

At a local level, I have remained proactively engaged in supporting and advising members, successfully representing them in workplace discussions and advocating for their rights. As a member of the branch executive, I have worked closely with the team to address branch-wide issues and provide targeted training based on local needs.

Most recently, I helped coordinate our Branch Development Weekend, which provided members with valuable insights into campaigning and prioritising key actions for 2025/26. The success of this event reinforced the importance of ongoing education and strategic planning in shaping the future of our branch.

Looking Ahead: My Vision for the Branch

I remain deeply committed to my role as the local branch Education Officer and passionate about empowering members and activists through meaningful training and development. In these challenging times—marked by job losses, rising costs of living, and local government cutbacks—I firmly believe that knowledge and solidarity are our greatest strengths. By equipping our members with the skills and confidence they need, we can build a resilient and supportive branch that stands strong in the face of change.

Together, we can navigate these uncertainties, defend our rights, and continue to champion a fairer, more secure future for all.

My Motto: Keep Learning. Keep Active. Keep Jobs.

Chris Horne– Communications Officer’s Report

Our current communication methods

1.1 First and foremost is the Website. www.clacksunison.org.uk. No matter what we do during the year, all the information we have available will be published on the website. It's always worth checking back to the site now and again to see what we've been up to.

1.2. We also have the Clackmannanshire UNISON Facebook page which sees a fair bit of traffic and we hope that you are all following us now. Please feel free to like and share our posts so that we can reach a wider audience. If not please do so as this remains very useful in getting instant information out about planned action and up to date information, Strike action, Ballots etc.

1.3. Twitter - @Clacks_Unison please follow if you have this platform.

1.4. Notice boards in the workplace - We have these within Kilncraigs and Kelliebank and they have been regarded as being a successful point of contact for information. We will be looking to freshen these up with up-to-date information in the near future.

If you don’t have anything in your workplace, please speak to a steward or send an email and we can look at getting something for your place of work.

1.5. Lastly, and arguably most importantly, speak to our stewards. There are stewards in and around the workplace. If something is bothering you or if you want something investigated, please approach one of our stewards and ask them. Due to many staff working from home you can also drop us an email at kmcintyre@clacks.gov.uk

2.0 Benefits of Membership

2.1. There are many benefits of being a Unison member. These range from getting legal advice to getting discounts on holidays as part of the UNISON travel club. We include information on these things in our newsletters and website, so please have a look and take advantage of being a member of UNISON.

2.2. Current members – It is extremely important that we have the correct information of your membership details. If you have either moved house, changed your name, started a new job or any other details have changed. You can do this at unison.org.uk/my-unison

2.3. More Important than ever the local Unison branch needs additional stewards. We are short in some departments and only a few would help us significantly. We have introduced steward mentoring which will enable any new steward to feel comfortable as they take on the duties of becoming a new steward. It is highly rewarding and you are entitled to paid time off for training and to represent your work colleagues. If you would like to know more, please get in touch by either speaking to a steward or email clacksunison@btconnect

General Fund Income and Expenditure Account

Our Accounts are currently being audited and will be published shortly before the AGM. We have had some technical difficulties which we are working to rectify

David Wilson
Treasurer

Nomination for Shop Stewards – 2025/26

Steward	Proposed by	Proposed by
Alan Mclean	Brian Ramsay	Stuart Lindsay
Brenda Kelly	Jim Laird	William Smith
Chris Horne	Irvin Peddie	Elizabeth Henderson
Clare Ford	Ian Keane	Louise McTaggart
Clark Whyte	Kenneth Wilson	John Jones
David Wilson	Sarah Craig	Arlene Allison
Elaine Dewar	Evelyne Genevet	Nasreen Shahid
Elizabeth Dick	Cathine Scott	Sylvia Clark
Frank Jaffray	Robert Burns	Stuart Lindsay
Ian Keane	Jennifer Gray	Louise McTaggart
Julie Haslam	Sharon Ward	Jennifer Gibson
Kenneth Wilson	Jim Livingston	John Jones
Kevin Keane	Mark McLaren	Andrew Gibson
Kevin McIntyre	Julia Gathercole	Gary Smith
Lawrence Hunter	Margaret McWhinnie	Gillian McLean

Election of Officers – 2025/26

Name	Position	Proposed by	Proposed by
Clark Whyte	Communications Officer	Kenneth Wilson	Katarzyna Hamilton
David Wilson	Treasurer	Jennifer Brady	Audrey Honeyman
Elaine Dewar	Chairperson	Evelyne Genevet	Nasreen Shahid
Kenneth Wilson	Health and Safety Officer	John Jones	Clark Whyte
Kevin Keane	Welfare Officer	Mark McLaren	Andrew Gibson
Kevin McIntyre	Branch Secretary	Julia Gathercole	Gary Smith
Lawrence Hunter	Education Officer	Margaret McWhinnie	Gillian McLean
Pamela Robertson	Retired Members Officer	Kevin McIntyre	David Wilson