



stuc CONGRESS
2024

**WORKERS
WINNING**

TOGETHER

**CONGRESS PROGRAMME &
GENERAL COUNCIL REPORT**

MONDAY 15TH APRIL - WEDNESDAY 17TH APRIL 2024
CAIRD HALL, DUNDEE

Dundee TUC wishes President Mike Arnott,
delegates and those participating in the
127th STUC Annual Congress
a successful and enjoyable event.



Standing in Solidarity with the
Palestinian People and with
Workers in Struggle.



dundeetuc@ymail.com

TABLE OF CONTENTS

General Secretary's Introduction	1
This Year's President	3
Congress Arrangements	4
Fringe Meetings	10
The Congress Exhibition	16
General Council Report to Congress	25
Section 1: Effective Organisation	26
Section 2: Campaigns, Organising, Policy Development & Political Engagement	32
Section 3: Scottish Union Learning	44
Union Rep Awards	53
List of Delegates	56
Affiliated Organisations	60
General Council Meetings	66
Contact the STUC	67
STUC Affiliates by Section and Membership (24/25)	68
Obituary	70
STUC Past Presidents	71
STUC Staff Structure	73
External Organisations	74

**“WORKERS IN SCOTLAND
HAVE WON MORE THAN
£4 BILLION THROUGH
INDUSTRIAL ACTION.**

**MORE THAN £3 BILLION
OF THAT WAS MONEY
THE BOSSES CLAIMED
WASN'T AVAILABLE”**



GENERAL SECRETARY'S INTRODUCTION



Rozanne Foyer
STUC General Secretary

Welcome to the 127th Annual STUC Congress. As our movement once again gathers in Dundee, we're not short of challenges, but neither are we short on ideas about how to achieve economic justice for workers.

We remain in a cost-of-living crisis which represents the biggest fall in living standards since records began.

We're facing drastic cuts to public services – caused by the UK Government but reinforced by Scottish Government inaction.

Our right to strike is being attacked by a tired, corrupt Tory Government that is rotten to the core.

Policy makers, across the board, appear unwilling to countenance the kind of public intervention needed to ensure a just transition to net zero.

We are witnessing a genocide in Gaza, which the UK Government is complicit in, as the world watches on.

It is easy to then feel despondent and powerless when everything is crumbling round us.

But amidst the rubble, there are cracks of light that offer hope to working-class people. In my view, the collective action that workers have taken in recent years is the brightest light of all.

Across Scotland, in the last 12 months, we've seen more than 450 strikes, involving more than 165,000 workers.

Workers in schools, colleges, universities, councils, on our railways and buses, and across the private sector have all taken the difficult decision to go on strike, just to get a decent pay rise on the table or cuts to services off it.

But while it is a scandal that already struggling workers, have had to take strike action, to protect their pay and protect their jobs. The fact remains: taking strike action works.

STUC research shows that in the last two years, workers in Scotland have won more than £4 billion pounds through industrial action. More than £3 billion of that money was money the bosses and the government ministers claimed wasn't available. It's money that would not have been in the hands of working people had unionised workers not acted collectively and fought back.

These figures demonstrate that across Scotland, trade unions have been the most progressive force; a beacon for wealth redistribution and closing the gender pay gap.

The STUC has unashamedly taken those arguments for redistribution into the political sphere. Be in no doubt, the Scottish Government would not have introduced a new tax

rate for those earning between £75,000-125,000 in the most recent Budget, had it not been for the STUC.

But it's not enough. We need politicians across all parties to commit to using the full powers of the Scottish Parliament to deliver tax reforms, the majority of which focus on wealth and property, which could raise £3.7 billion extra each year.

As well as progressive tax reform, with more than 100,000 workers in Scotland on zero-hour contracts, the need for improved workers' rights has never been clearer. That is why we welcome Labour's New Deal for Working People and their commitment to implement this within the first 100 days of a Labour Government.

A ban on zero-hour contracts; employment rights from day one; Fair Pay Agreements to reverse the decades-long decline in collective bargaining; and repeal of the Tories pernicious anti strike laws: these measures represent the biggest expansion of workers' rights in a generation and cannot come a moment too soon.

But as crucial as the New Deal is, we have also continued to call for any incoming UK Labour Government to devolve employment law to Scotland. It's not just us calling for this; it's the Scottish Labour Party, the Scottish Government and – as of last year – the TUC too. Devolution of employment law has long been the settled will of Scotland's workers. It is now the settled will of UK workers too and we will continue to push this issue up the political agenda.

Alongside policy changes to redistribute income and wealth and extend workers' rights, we've continued to make the case for an extension of public ownership in social care, energy and transport. These are all sectors of the economy that are crucial to how we live our lives but which see huge profits leak out of our hands through

outsourcing, corporate financial engineering and tax avoidance.

The STUC recognises that these political arguments – and the methods that can help bring change about – need to be at the fingertips of our people. That is why, in recent months, we've delivered cost-of-living political education courses to hundreds of members.

It is why we've organised a Strike Conference and organising events to share good practice across our movement. We looked at how Unite uses leverage on employers and how we can organise more effectively against cuts in our communities. We also looked at examples of successful organising techniques from across the world with the likes of US organiser Jane McAlevey.

We've also supported weekend training sessions for social care workers bringing union members from across our social care unions together to improve their terms and conditions. This work will be crucial to build the foundations of a fairer approach to social care.

This programme of organising, learning and political education – bringing together members, reps, organisers and officers from across Scotland's trade unions - is crucial if we are to produce a new generation of trade union activists and leaders. If we fail to plant the seeds of worker education and build on the lessons learned from our current actions, we fail to nourish and grow our movement.

These values have also been reflected in our ongoing work to engage with affected workers and communities in campaigning for a genuine Just Transition; one that puts the needs of our members and their communities first.

We are clear that a Just Transition requires far more serious investment and joined up planning from both UK and Scottish Governments, if we are

**“IF WE FAIL TO PLANT THE SEEDS OF
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to fulfil the potential that the next generation of clean energy offers, with a viable Scottish manufacturing supply chain. This will remain a key priority for the STUC until we see high quality unionised jobs being delivered.

This year's Congress will also focus on a number of pressing international issues as we continue to highlight the injustices of oppressive regimes against ordinary workers across our world. Let me be clear: we make no apologies for the particular focus on the genocide unfolding in Gaza.

Nobody can condone the actions of Hamas on October 7th. They were inexcusable. They were unjustifiable. They were horrific. What we have seen since then is the same unjustifiable slaughter inflicted on the people of Palestine. Now more than ever, it is incumbent on all of us to renew our movement's longstanding solidarity with the people of Palestine. We demand a sustained end to the killing of innocent civilians and for international action that delivers the right of Palestinians - and the right of the people of Israel - to live in peaceful, recognised, independent states.

I am immensely proud of the work that has been put in over the past year by the whole STUC staff team in helping us to deliver on the priorities of Congress and the General Council. Like all not for profit organisations, the cost-of-living crisis has put real financial pressure on the STUC and we have had to cut our cloth to fit our means but I am in awe of how so much ground has been covered. It is an absolute privilege to work alongside each and every member of the STUC team.

The last year has shown there are vibrant rays of light in Scotland's trade union movement. Our challenge now is to force open new windows of opportunity and to continue to build a strong movement; one that will force the politicians to follow our ideas.

It's not an easy task, little worth doing ever is. But you can be sure that the STUC will be there supporting you on every step of our collective journey.



THIS YEAR'S PRESIDENT



Mike Arnott
STUC President 23/24

Mike Arnott is Secretary of Dundee Trades Union Council and is currently in his 31st year in the post.

He has been a member of GMWU and GMB for 41 years, has served on its Regional Council, been a branch official for over 35 years and a workplace rep at both Dundee District and Dundee City Councils.

He was a member of both the GMB's Scottish Youth Committee and the STUC's Youth Advisory Committee.

He has been Scotland Secretary of the International Brigade Memorial Trust since 2008, served two terms as Rector's Assessor of the University of Dundee, assisting Rectors Craig Murray and Brian Cox, and is Treasurer of Democratic Left Scotland.

He is the first representative of Dundee TUC to be President of the STUC since Thomas McBurney in 1899.



GUIDE TO CONGRESS

ARRANGEMENTS

This section provides delegates with useful information relating to Congress 2024.

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 15TH APRIL	10:30 am - 12:30 pm 2:00 pm - 5:30 pm
TUESDAY 16TH APRIL	9:00 am - 12:30 pm 2:00 pm - 5:30 pm
WEDNESDAY 17TH 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 Monday 15th April**.

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 will be a ballot.

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 be required to approve the Tellers, as listed below.

The main duties of the Tellers throughout the sessions will be to distribute Congress business and count any card votes.

Andrene Bamford, Educational Institute of Scotland
George Macivor, National Union of Rail, Maritime & Transport Workers
Sharon McLean, Public & Commercial Services Union
James McFadyen, Union of Shop, Distributive & Allied Workers
Anne Will, Union of Shop, Distributive & Allied Workers
Stuart Graham, UNISON
Alex Kennedy, Unite

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

SCRUTINEERS

Congress will be required to approve Scrutineers as listed below.

The main duty of Scrutineers is to count the ballot for the General Council seats and / or Standing Orders Committee.

Eddie Burns, Educational Institute of Scotland
David Foote, Prospect
Grace Hepburn, Unison
Murdo Mathison, University & College Union

It is recommended that Murdo Mathison act as Chief Scrutineer

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 arrival. When you arrive, and if you leave the Caird Hall during Congress, 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 9.45am 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.

Luggage

The Caird Hall is discouraging delegates and visitors from bringing chunky items of luggage into the venue. If you do bring suitcases, holdalls etc into the venue, you will be required to keep them with you at all times.

You may wish to make alternative arrangements for storing your luggage on Wednesday, perhaps utilising the left luggage facilities in your hotel. Please note there are no left luggage facilities in Dundee Train or Bus Stations.

Cheers Fiona!



We'd like to thank Fiona Steele for her **18 years of incredible dedication** and exceptional service to Aegis The Union and its members. Fiona, your contributions are deeply valued and you will be missed.

We wish everyone attending the STUC Congress a productive and enjoyable few days.



www.aegistheunion.co.uk

Aegis
the union



Building Workers' Power

PCS sends solidarity greetings to all delegates attending the 127th Annual Congress of the STUC

Fran Heathcote
General Secretary

Martin Cavanagh
Acting President

Cat Boyd
National Officer

 pcs.org.uk  [@pcs_union](https://twitter.com/pcs_union)  [@PcsUnion](https://facebook.com/PcsUnion)

pcs | Public and Commercial Services Union



Standing up for higher education in Scotland

UCU

University and College Union
Scotland

www.ucu.org.uk/scotland

FRINGE

MEETINGS

**Monday 15th April
12.30 pm**



Justice for Sheku Bayoh Fringe Meeting

Speakers:

Aamer Anwar, Solicitor
Kadi Johnson, sister of Sheku Bayoh

Monday 15th April at 12:30pm in Committee Room 1, Caird Hall,
Dundee

Co-Hosted by the STUC Black Workers Committee & the STUC



NO MORE HOT AIR!

WORKERS WILL WIN A JUST TRANSITION

Monday 15th April - 12:30 - 1:45 - Committee Room 3
Lunch and refreshments provided



Politicians and big companies are failing to respond to the climate crisis and casting aside workers across the country.

A just transition will only be won by taking the power into our own hands.

Join this fringe to hear about climate change, the importance of workers collective action, and learn tools you can take into workplaces.



Scottish CND



Ukraine / Yemen / Palestine

Building a Peaceful World

Scottish CND / Anti-War Trade Union Network and Stop the War Scotland

STUC Congress 2024 Fringe Event
Room 2 Caird Hall, Monday 15th April, 12:30pm

Speakers:

- Andrea Bradley - EIS General Secretary
- Rab Paterson - Scottish CND / Anti War Trade Union Network
- Sophie Johnson - Stop the War Scotland Secretary
- Scottish Palestinian Community Representative

Refreshments provided - All Welcome!

Monday 15th April
5.30 pm

STOP THE RACIST GOVERNMENT

Monday
15 April,
5.30pm

Committee
Room 3

- Stop Islamophobia
- Refugees Welcome
- Unions Against Racism
- Justice For Sheku Bayoh

Stand Up
To Racism
fringe
meeting



Photo: Eino Sierpe



RMT Fringe Meeting STUC 2024

Delivering a People's CalMac

Monday 15th April, 1730-1900
Committee Room 2, Caird Hall, Dundee

Speakers:

Mick Lynch (RMT General Secretary), Alex Rowley MSP (Scottish Labour, Shadow Transport Minister), Ariane Burgess MSP (Scottish Greens - Invited), Bill Ramsay (SNP Trade Union Group)

Chair: Brian Reynolds (RMT CalMac Convenor)

Fringe meeting

Developing ULR infrastructure
Scottish Union Learning and TUC Education



Monday 15 April at 5.30pm
Committee Room 1, City Chambers



**Tuesday 16th April
12.30 pm**



**Scottish Pensioners' Forum Congress Fringe Meeting
How Safe is Your State Pension?**

The past 18 months has seen additional attacks by the UK Government to further increase the state pension age. This cannot be allowed to happen!

Join us to hear more about the '68 is Too Late' campaign and how we have joined forces with Unite for a Worker's Economy and the NPC to say **NO** to 68!

At this event, we will also be discussing the recent reports on the gender pensions gap and how best to challenge this

Please join us to have your say!

TUESDAY 16TH APRIL 2024

Committee Room 3, 12.30PM

Lunch and Refreshments will be provided



**The Jimmy Reid
Foundation**

**Devolution of Employment Law
From ambition to delivery**

Introduced by **Lynn Henderson**, PCS and Chair of the Jimmy Reid Foundation

Speakers:

Dave Watson, JRF Director and author of '*Devolving Employment Legislation*'
and

Professor Ruth Dukes, Institute of Employment Rights (TBC)

Tuesday 16 April, 12.30pm-2.00pm. Committee Room, Caird Hall, Dundee.
(Lunch/refreshments provided.)

**UNIONS
INTO
SCHOOLS**

**LUNCHTIME FRINGE EVENT
TUESDAY, 16 APRIL 2023 AT 12.30PM
COMMITTEE ROOM 1**

LUNCH & REFRESHMENTS PROVIDED

www.stuc-schools.org.uk



Workers' Rights after the General Election
What should we expect from the next government in Westminster?

Trade Union Coordinating Group fringe at STUC

with
Chair: Justine Mercer (UCU President)
Colin Brown (FBU, EC member for Scotland)
Fran Heathcote (PCS General Secretary)
Mick Lynch (RMT General Secretary)
Sarah Woolley (FBU General Secretary)

Tuesday 16 April 1-2pm

**Malmaison Hotel, Malmaison 1&2
4 Whitehall Crescent
Dundee DD1 4AY**

REFRESHMENTS PROVIDED



Join UNISON Scotland and Shelter Scotland at our joint fringe meeting



TACKLING THE HOUSING EMERGENCY

Tuesday 16 April 12.30pm – 2pm

Malmaison Hotel, Dundee

Speakers: Scott Donohoe, UNISON; Gordon MacRae, Shelter Scotland; and Danny Pilkington, Living Rent

**Tuesday 16th April
5.30pm**



INSTITUTE OF EMPLOYMENT RIGHTS / MORNING STAR

STUC CONGRESS 2024
JOINT FRINGE MEETING

TUESDAY 16 APRIL AT 5.30 P.M. COMMITTEE ROOM 3

**RECLAIM OUR RIGHTS. REBUILD OUR SERVICES
PRIORITIES FOR THE LABOUR MOVEMENT**

SPEAKERS:

MICK LYNCH, GS RMT; SARAH WOOLLEY GS BFAWU; DEREK THOMSON UNITE SCOTTISH SECRETARY; ANDREA BRADLEY, GS EIS; JAMES HARRISON, DIRECTOR INSTITUTE FOR EMPLOYMENT RIGHTS; BEN CHACKO, EDITOR MORNING STAR

BUFFET SUPPLIED COURTESY UNITE



**AS ISRAEL COMMITS GENOCIDE...
PALESTINE, RESISTANCE AND
THE STRUGGLE FOR FREEDOM**

**Tuesday
16 April, 5.30pm**

**Committee
Room 2**

**Socialist Worker fringe meeting
All delegates welcome**



Wednesday 17th April
12.30 pm

Advice Direct Scotland:

The cost-of-living crisis and rising bills - empowering unions and their members

Join Advice Direct Scotland, Scotland's national advice charity, to explore how their range of free services, including debt and energy advice, can help support trade unions and their members.

John Baird
Head of Money & Debt
moneyadvice.scot
Advice Direct Scotland

17 April, 2024 (Wednesday) 12:30 PM - 2:00 PM Committee Room 3, Caird Hall.

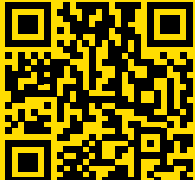





Fair Work in the Creative Industries Panel and Q&A

Committee Room 1, Wed 17 April, 12:30pm

Join for a discussion of the challenges members of Creative Industries Unions face with Fair Work and how it is applied in the sector. Lunch and refreshments provided.



Learn more about the panel → TheMU.org/STUCFringe



Justice for Colombia fringe at STUC Congress 2024: Colombia: Trade Unions, Peace and the Government of Change

Wednesday 17 April, 12.30pm. Committee Room 2, City Chambers
Lunch provided

Colombia's progressive government under Gustavo Petro aims to build peace, develop green policies and tackle gaping inequality. But conservative opposition and conflict violence threaten these hopes. Join JFC to hear how Scottish trade union solidarity can support worker rights, peace and social justice in Colombia.



Organising Scotland's teaching professionals

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.

Alongside an expansive network of establishment-level Reps, local branches, and full-time officers, the Union's organising agenda looks to involve members wherever and whenever it can.

eis

Scotland's largest education trade union

To find out more about the work of the EIS, or to join, visit: www.eis.org.uk



U USDAW

WE NEED

**A NEW DEAL
FOR WORKERS**

#NewDeal4Workers

- A Higher Minimum Wage
- Right to 'Normal Hours' Contract
- Ban Zero Hours Contracts
- Protection from Violence and Abuse
- Proper Enforcement of Employment Rights
- Fair Treatment and Equality for All
- Stronger Union Rights
- Better Sick Pay
- Job Security

Visit our website for some great campaign ideas and resources: www.usdaw.org.uk/campaigns
To join Usdaw visit: www.usdaw.org.uk/join
or call **0800 030 80 30**

General Secretary: Paddy Lillis **President:** Jane Jones
Regional Secretary: Tracy Gilbert
Usdaw: Muirfield, 342 Albert Drive, Glasgow G41 5PG

U USDAW

THE CONGRESS

EXHIBITION

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

Over 39 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

ADVICE DIRECT SCOTLAND

Advice Direct Scotland Scotland's national advice service - we provide free, practical, and impartial advice to anyone in Scotland on a range of issues including debt, energy bills and consumer rights. We partner with the Scottish Government to administer support funds and engage with almost one million people each year per annum across our services.



Website: www.advisedirect.scot
Twitter: @advisedotscot
Facebook: www.facebook.com/advice.scot
Phone: 0808 800 9060

ALLAN MCDUGALL SOLICITORS

Allan McDougall Solicitors have represented Union member for almost a century.



Based in Edinburgh, but operating across all of Scotland, the firm handles all kinds of Personal Injury claims including accidents at work, industrial disease, and road traffic accidents.

The firm also assists members with employment related matters and undertakes Employment Tribunal claims all over the country.

Union members also have access to Estate Agency services, Family Law Solicitors and assistance with Wills and Executries.

We are delighted to continue our support of the STUC at this year's Conference.

AMNESTY INTERNATIONAL

We are Amnesty International UK. We work to protect people wherever justice, freedom, truth and dignity are denied.

As a movement of over ten million people, Amnesty International is the world's largest grassroots human rights organisation.



We investigate and expose abuses, educate and mobilise the public, and help transform societies to create a safer, more just world. We received the Nobel Peace Prize for our life-saving work.



ASBESTOS ACTION

Asbestos Action Charity was founded in 2002 by a small group of individuals who had been diagnosed with an asbestos-related condition. Since then we have continued to support anyone affected by an asbestos related illness.



We do this by offering practical and emotional support to both the individual and their families. We offer a holistic and person centred approach ensuring that the wishes of those affected are at the forefront of everything we do.

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 business has a devastating impact on human rights and security and damages economic development; large-scale military procurement and arms exports only reinforce a militaristic approach to international problems.



CAAT works with activists in Scotland to highlight the insidious way the arms industry infiltrates communities and towns across the country and works to end the pipeline of public funding that fills the pockets of multi-billion pound private arms companies that profit from conflict and repression.

CARE NOT KILLING

Is assisted suicide/euthanasia safe? In Canada, cost savings are leading to expansion of the Medical



Assistance in Dying law.

There is pressure on people to end their lives because of lack of access to health and care services. Care Not Killing is an alliance of individuals and organisations opposed to the legalisation of assisted suicide and euthanasia and campaigning for increased funding for palliative care. Only about 30% of hospice funding is provided by the NHS and there is currently a £17m shortfall owing to pay rises for hospice staff not being funded by the Scottish Government. www.carenotkilling.scot

CITIZENS RIGHTS PROJECT

Citizens Rights Project is a migrant-led charity in post-Brexit Scotland that empowers EU citizens by providing vital information, support, and multilingual services.

Since our establishment in 2018, we have assisted more than 1,000 clients with their EU Settlement Scheme applications, helped more than 2,000 by addressing their queries, and reached tens of thousands through multilingual materials and 250+ events. Expanding from Edinburgh, we have reached 80% of Scottish local authorities, bridging language gaps, raising cultural awareness, and combating social isolation by addressing complex migration, welfare, and financial issues.



COMMUNICATIONS WORKERS UNION

Communication Workers Union - Our Postal Service is under Threat both from Ofcom and Royal Mail. The Universal Service Obligation (USO) must be defended to continue your daily deliveries.



DALLAS MCMILLAN SOLICITORS

Dallas McMillan is a full-service Trade Union Law Firm.



Our Employment team represents trade union members at Employment Tribunals and advises union officials on employment and trade union law.

Our Personal Injury team recovers compensation for members and their

families who have either been injured in an accident (at or outside work) or who have contracted some form of industrial disease (examples being asbestos diseases, hand-arm vibration syndrome and industrial deafness). Our Private Client team meanwhile provides advice and assistance to union members and their families with drawing-up Wills, winding-up estates and in buying and selling property.

mail@dallasmcmillan

twitter.com/dallasmcmillan

EDUCATIONAL INSTITUTE OF SCOTLAND

The Educational Institute of Scotland (EIS) is Scotland's largest teaching trade union with almost 65,000 members employed in nursery, primary, special, secondary, further and higher education.



The EIS represents over 80% of all teachers and lecturers in Scotland and campaigns to protect and improve their pay and conditions of service as well as seeking to promote "sound learning" across all sectors.

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.



INTERNATIONAL BRIGADE MEMORIAL TRUST

The IBMT keeps alive the memory and spirit of the men and women who volunteered to fight fascism and defend democracy in Spain from 1936 to 1939 during the Spanish Civil War. It supports research, events and activities linked to those who went to Spain and to those who supported the struggle for Spanish democracy at home. It helps develop and fund memorials, meetings and educational resources to help interpret and share awareness of the history and exploits



of the International Brigade and the Aid Spain movement.

INSTITUTE OF EMPLOYMENT RIGHTS

The Institute of Employment Rights is a think tank for the trade-union movement and a registered charity.

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.



The Institute was 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 and became a registered charity in 1994.

JIMMY REID FOUNDATION

The Jimmy Reid Foundation was established in memory of Jimmy Reid and to continue the legacy of radical political thinking his life represented. The Foundation is an independent think tank and advocacy



group for the advancement of education focused on practical policy proposals for transforming Scotland. The Jimmy Reid Foundation was set up to include the full range of progressive politics in Scotland.

Our work can be accessed at <https://reidfoundation.scot>.

JUSTICE FOR COLOMBIA

JFC was set up in 2002 by the British trade union movement to support trade unionism, human rights and peace in Colombia. JFC works closely with the STUC and several STUC members have visited Colombia on JFC delegations.



Our work is carried out in collaboration with our partners in Colombia: political activists, trade unionists, peasant organisations, human rights defenders and other civil society groups.

JFC promotes international links of

solidarity between Colombian trade unions and organisations and their domestic counterparts, while giving international representation to Colombian civil society through our work in the British, Irish, Scottish and EU Parliaments.

LIGHTHOUSE BOOKSHOP

We are Scotland's leading politics bookshop, selling a diverse range of books on political theory, history, economics, activism and antiracism from a leftwing perspective. We also stock a large number of titles on LGBTQ+ culture and issues, as well as a healthy dose of both fiction and poetry.



We sell numerous books on the history of the trade union movement and notable figures within it, some with a focus on Scotland primarily and others written more broadly on the international movement.

NEW INTERNATIONALIST

New Internationalist magazine offers sharp analysis and global coverage of today's most urgent issues. From conflict and migration to climate change and democracy, we dig that bit deeper to place headline stories in their proper political, social and economic context.



QUILTER FINANCIAL ADVISERS

Quilter Financial Advisers 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 Quilter Financial Advisers 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?

Quilter Financial Advisers 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

Approver Quilter Financial Services Limited & Quilter Mortgage Planning Limited. 1 March 2024.

SCOTTISH CND

Scottish CND campaigns for the elimination of nuclear weapons from Scotland and the world.

Our stall at congress will be organised in conjunction with Peace Education Scotland - a charity set up by Scottish CND to raise awareness about the dangers and hazards posed by nuclear weapons.



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 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 (OH&S) 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 mobilise support in Scotland for Britain's only left-wing socialist daily newspaper. Founded in 1930, it is now looking towards its centenary in six years time - as a paper that defended the hunger strikers, mobilised against fascism and stood in support of democratic Spain.



In the post-war industrial struggles it was an indispensable mobiliser during the UCS, the Miners Strike and in the current struggles to defend services and jobs,

As well as a daily print copy subscriptions can be made (at a reduced cost) for the digital version. Bulk supplies can be ordered at reduced cost via Keith Stoddart on 07715 272233

SCOTTISH PALESTINE SOLIDARITY CAMPAIGN

Scottish Palestine Solidarity Campaign is a wholly volunteer organisation working to build effective solidarity here in Scotland for Palestinian freedom, equality, and justice.

This means challenging the complicity of our governments, institutions, and corporations, and responding to the Palestinian civil society call to boycott and isolate the state of Israel.

Our campaigns include Barclays,



supermarkets, Stop the JNF, Plant a Tree in Palestine, Eurovision, and Journalists for Palestine.

We encourage trade union branches to affiliate and partner with us on campaigns and projects, and members to bring their skills and experience to SPSC to end Israeli apartheid and genocide against the Palestinian people.

SCOTTISH PENSIONERS FORUM

The Scottish Pensioners' Forum has been campaigning for a better deal for older people since 1992. With the financial challenges brought about by the cost-of-living crisis and the continued increases to the state pension age, the need for older people to have their voices heard is more important than ever.

Join with us to fight for security and dignity in older age and a fairer future for all.



The Scottish Pensioners' Forum would like to thank the STUC and the General Council for their continued support and wishes them every success at this year's Congress in Dundee.

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.

SHOW RACISM THE RED CARD

Show Racism the Red Card are the UK's leading anti-racist education charity. We have education teams based across the UK who deliver workshops to young people and adults in schools, workplaces and at events held at football stadiums. In Scotland last year we engaged with over 4,500 pupils

SHOW RACISM THE RED CARD

in over 121 schools. Our main adult education programme for this year will be with over 170 staff at the Scottish FA across all departments and senior executives. Last year we delivered a similar programme with the Scottish Rugby Union. The trade union movement have been key in supporting our message.

SNP TRADE UNION GROUP

The SNP Trade Union Group is the party's largest official affiliate body, with 12,000 members. We campaign for workers' rights, solidarity among trade unionists, economic justice and democracy, public ownership and control, a green industrial strategy, Just Transition to a sustainable energy future, full economic powers for Scotland, internationalism and independence.



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.



STOP THE WAR SCOTLAND STEERING COMMITTEE

Stop the War Scotland Steering Committee campaigns to prevent and end wars. Stop the War was established at U.K. level to campaign against the impending war in Afghanistan.

Since its formation Stop the War has campaigned against a number of wars notably in Iraq and Yemen.



Stop the War has been active in the campaign for a Ceasefire in relation to the War on Gaza.

STUC UNIONS INTO SCHOOLS

Launched in 2005, STUC Unions into Schools, with support from trade union representatives, has delivered over 2,000 classroom sessions to pupils in Scotland. Sessions cover a variety of topics such as rights at work and equalities.

If you're interested in becoming a Unions into Schools rep visit www.stuc-schools.org.uk to join our growing network of reps in Scotland.



THE SCOTTISH WOMEN'S CONVENTION

We work to give women throughout Scotland the opportunity to be involved in our activities and events. Our events include hybrid conferences on a range of topics, roadshows, roundtables and surveys.

The information gathered at these events is then compiled and reported to key decision-makers at a national and international level, as well as women who can then use our materials to challenge unfair practice. By working with individuals and local organisations, we are able to meet with a diverse range of women, with different experiences, backgrounds and cultures.



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 their employment rights and personal injury solicitors secure



many prestigious awards which now include being named as Law Firm of the Year at two separate awards in 2023.

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.

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>

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.



UNITE THE UNION

A fighting back union, winning in the workplace
A campaigning union, making our voice heard
A growing union, organising for strength
A members' union, open and democratic
A progressive union, a force for a fairer society
A united and tolerant union, which treats people with dignity and respect.

Unite's vision is of a prosperous society in which employers and employees work together to build successful businesses and safe, healthy working environments. All those who contribute to our success receive the rewards, respect and recognition they deserve.



UNITY CONSULTING SCOTLAND

UNITY Consulting Scotland is a Public Affairs company with a difference. As a not-for-profit social enterprise, public interest is always front and centre of our work.

Our services are aimed at helping trade unions, progressive organisations, campaign groups, third sector and community organisations.

Bringing our research, media, strategy and campaigning skills to support the work of Trade Unions, our work helps ensure the voices of workers and their communities are heard as loud as any other.

We are delighted to work with many Unions across the UK at a time when victories for workers are so important.



WAR ON WANT

Poverty is political. We believe the best way to tackle poverty is to support those best placed to find their own solutions for change.



We work in partnership with unions and inspirational social movements in rural communities, factories, sweatshops or conflict zones in the global South and across the world to hold those responsible for inequality and poverty to account.

We condemn any attack on worker's right to strike, to protest or to boycott. We are working on a global green new deal that puts workers and unions centre-stage to develop a meaningful just transition.

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

The Congress Exhibition is open from 9.30am on Monday



The Scottish Pensioners' Forum represents retired trade union branches, 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 on issues that matter to them.

Our recent projects and campaigns have included: -

- **No further rises to the state pension age and the gender pensions gap**
- **Community transport**
- **The National Care Service**
- **Digital poverty**
- **Fuel poverty and escalating energy costs**
- **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 2024

Campaigning for a Better Deal for Older People since 1992

GREETINGS TO STUC DELEGATES



www.rmt.org.uk

General Secretary: Mick Lynch

President: Alex Gordon

CWU wishes all delegates and those participating in the 127th STUC Annual Congress a successful and enjoyable event



- Campaigning for real wage increases to address the cost of living crisis
- Campaigning for investment in Broadband and the Communications Sector
- CWU fighting to Save our Postal Service whilst calling for re-nationalisation of Royal Mail
- Fighting for a For a New Deal for Workers affected by introduction of A.I

Craig Anderson - Regional Secretary Scotland

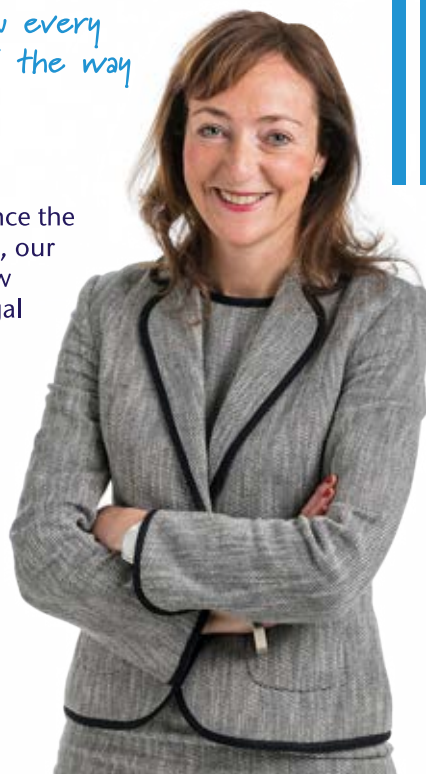
Email: scotlandregion@cwu.org



*With you every
step of the way*

We've been working for Scottish trade union members since the 1930s. Whatever situations you and your family face in life, our approachable personal injury, family and employment law experts are on hand to provide proactive and practical legal advice you can trust. We're here to help.

t: 0808 560 0872
e: info@allanmcdougall.co.uk
X @allan_mcdougall
f AllanMcDougallSolicitors
in Allan McDougall Solicitors
www.allanmcdougall.co.uk



The Scottish Women's Convention

**Send Best Wishes to
Mike Arnott, STUC President
and to all Delegates
for a Successful Conference.**

www.scottishwomensconvention.org

Agnes Tolmie,
SWC Chair

Susan McKellar,
SWC Manager

@SWCwomen



**FBU Scotland sends solidarity greetings for
STUC Annual Congress 2024**

**WE DON'T JUST FIGHT FIRE
- WE FIGHT INJUSTICE TOO!**

**Pick up your copy of the FBU Firestorm
report at the Unity Consulting stand.**



Executive Council Member: Colin Brown
Scottish Secretary: John McKenzie
Scottish Chair: Gus Sproul
Scottish Treasurer: Seona Hart

X @FBUScotland  Fire Brigades Union Scotland

THE DEMOCRATIC AND PROFESSIONAL VOICE OF FIREFIGHTERS ACROSS THE UK

Unions leading workforce development

Trade union learning holds a unique and crucial role in the upskilling and reskilling of workers in Scotland.

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.

Get in touch with your Learning Organiser or Union Learning Rep to find out more about union-led workforce development opportunities.



www.scottishunionlearning.com
twitter: @unionlearning
learning@stuc.org.uk

stuc

REPORT OF

GENERAL COUNCIL TO

ANNUAL CONGRESS

2024

**MIKE ARNOTT
DUNDEE TRADES UNION COUNCIL
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.

At its strategy session in June '23, the General Council established a range of key campaigning objectives and activities for the year. It identified three priority campaigns for the year:

- Cost of Living
- Care Sector
- 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 priority campaigns. This work has been both additional and integral to our workplans throughout the year.

Further key objectives for 23/24 identified were:

- To co-ordinate Scottish trade union input to the UK and Scottish Covid inquiries
- To complete the staff job evaluation process
- To undertake a review of our governance and democratic procedures

STAFFING & INTERNAL OPERATIONS



STUC STAFF AT CONGRESS 2023, DUNDEE

The STUC enjoyed another year of relatively low staff turnover in 2023. This was most welcome after several years of change within the staff team.

The Job Evaluation has made significant progress during 2023, and at the time of writing, is almost at its conclusion. This is an essential piece of work that will make great strides towards addressing a serious operational risk and ensure that we have a fair and consistent pay and grading system that covers all roles across all teams within the STUC.

Due to the on-going Job Evaluation, the Admin & General Purposes Committee have implemented a recruitment freeze until a clearer understanding of our on-going staffing costs can be established.

This decision was taken to protect the employment of our current staff group but has required us to take a creative approach when vacancies have arisen. It is hoped that the recruitment freeze can be lifted in 2024. The AGPC was also keen to ensure that we were able to meet the pay award due to staff in 2023, particularly in light of the on-going cost of living crisis that has affected us all. The recruitment

freeze, alongside prudent budgetary management throughout 2023, allowed us to meet this commitment to our staff team.

Due to relocation, Gabrielle Jeliaskov, Just Transition Officer, submitted her notice in July 2023. Although employed for a short period, Gaby was instrumental in the formation of the Just Transition project.

Following a review and consultation with staff, the vacant role was offered to Tam Wilson, BetterthanZero & Young Workers' Project Worker. Tam continues to coordinate the Young Workers' Project alongside his Just Transition role, and the support for BetterthanZero is now provided by the general STUC Campaigns team.

Anna Mehta, SUL Project Officer, left the organisation in August 2023 to take on a new role. We thank Anna for all her work with the SUL team and wish her well in her future career.

Eireann McAuley, Equality Policy Officer, left the organisation in February 2024 to take on a new role with the Educational Institute of Scotland. Eireann made a significant impact with her work to support our Equality Committee structures during her time with us and we thank her

for her work. We wish her well for her new role with the EIS.

The STUC staff team returned to office working just ahead of Congress 2023, and therefore much of our staff development work last year was focussed on settling the organisation back into a regular operating rhythm. We have adopted a hybrid approach to work location, with most staff working one or two days at home, and the rest of the week in the office. This has been possible thanks to the work done throughout previous years to digitalise operations and to upskill staff.

We are pleased to report that the new STUC website will be launched in time for Congress 2024. In addition, the organisation has achieved Cyber Essentials accreditation and we have implemented a range of control measures to mitigate the significant risks in relation to cyber security.

A full learning & development programme was offered to staff during the reporting period. As well as operational topics such as meeting and facilitation skills and IT skills, the programme also offered a range of cultural topics. We also arranged a series of specialist learning

programmes, such as Financial Investigations, delivered by The Investigative Journalism Institute and Speechwriting Skills, delivered by Parli-Training.

These professional development opportunities ensure our Campaigns & Policy teams are tooled up with the latest techniques and knowledge to build and support our priority campaigns and activities. Our Campaigns & Communications Officers have also attended a range of specialist training events to further develop our external communications and help them to continue to build more effective relationships with the media.

Line managers participated in a range of specific events, delivered by a combination of internal and external facilitators. This area of work particularly helps build towards the STUC being an exemplar employer, as per our strategic aims and objectives. In addition, we have continued our work to update our HR policies and procedures throughout the reporting period.

Move to the Margaret Irwin Centre

The staff team are now fully operational in our new purpose built Trade Union Centre and have begun to host a range of events, as well as welcoming a new tenant.

It is important for us to report to Congress that, like all organisations, we have been seriously impacted

by rising running costs, such as energy and insurance. Our operating costs are now at the same level as what they were at Woodlands Road, despite having an A+++ rated energy efficient building. This is concerning as the potential for income generation is much less in the new building. We are now investigating the possibility of installing solar panels to reduce our energy costs in future years and have reviewed all contracts to ensure best value for money. Significant savings have been made in many areas, but not enough to fully off-set the rises in others.

Further improvements have been carried out to the layout of the building, including the creation of a further private space for staff use on the first floor. We will now focus on the internal décor throughout 2024, under the guidance of the General Council working group.

Although only fully open for 9 months of 2023, the Conference and Meeting Spaces generated more income than predicted, which is a positive sign for the future of the income generating possibilities of the building. A series of Open Days were held during 2023, with all affiliates invited to attend, as well as previous customers at Woodlands Road and local organisations in the East End of Glasgow.

This additional income is essential to the operations of the STUC, and we do encourage affiliates to make

use of the facilities as much as possible. Enquires about the facilities to hire can be sent to events@stuc.org.uk Affiliated organisations are offered reduced rates, and we also offer special rates for solidarity organisations.

We are very pleased to report to Congress that in late 2023, we secured a new long-term tenant for the ground floor office space - the Musicians' Union. The MU were previous tenants at Woodlands Road and we are delighted they have been able to join us in the new building. We initially used the space as an additional meeting and break-out space in the Conference Centre, but due to pressures on budgets, it was decided on balance that the secure income stream from a tenant was the priority.

In addition to the MU, we also have an agreement with the TUC to host the TUC Education Officer and Administrator in the first-floor staff office. This has helped better connect the work of TUC Education to the wider priorities of the STUC and strengthen partnership working with the SUL team.

We continue to provide desk space and office services to Glasgow TUC and the Scottish Pensioners' Forum.

STUC Annual Affiliation Fee

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

The General Council set the rate for this year at 47.5% of the average affiliation fee increase amount across our affiliates.

The application of this rate resulted in us setting an affiliation rate for 2024 of £1.70.

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.



Affiliation Transfer Agreement with TUC and Additional Levy

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.

Based on a confirmed affiliation for 2024 of 546,869 the General Council has recommended that an additional levy of 37p per member should be applied to generate the additional £200K as agreed with our affiliates and the TUC.

It should be noted that in setting its own affiliation for 2024 the TUC has taken this agreement into account and its income from affiliation fees for 2024 has been reduced by £200K.

This is the same approach that has been adopted since the original agreement was reached in 2016 and, because it is based on actual membership figures for 2024, it ensures that we generate the full £200K from affiliates that was agreed to.

Congress is therefore invited to approve the General Council's recommendation that the additional levy of 37p be applied for 2024.

As reported to Congress 2023, the current agreement is due to be reviewed in 2024.

We have now established a framework for discussions with the TUC and expect to be able to report to Congress 2025 on any new changes agreed to the balance of funding.

New Affiliates

The General Council was pleased to welcome the Nationwide Group Staff Group and the Society of Authors to the STUC as new affiliates for session 2024/25.

We will continue to encourage all trade unions operating in Scotland to seek to join us.

Regrettably, the Scottish Secondary Teachers' Association informed the General Secretary that they were not in a financial position to affiliate to

the STUC for session 2024/25.

They hope that they will be able to affiliate again in future years. We thank the SSTA for their work with us and the other education unions and we particularly thank their General Secretary Seamus Searson for his service to the General Council and deeply regret that they find themselves in the position of having to make this decision.

The total number of affiliated trade unions to the STUC has now risen 43. 19 trades councils continue to be affiliated to the STUC.

STUC Pension Scheme

The General Council remains committed to providing a defined benefit 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 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.

The triennial review concluded during the reporting period and we are pleased to advise that the scheme is now in surplus. This means the STUC is no longer required to pay deficit repair payment and in a challenging budgetary year, this was a significant positive development.

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 was only one clearing house request in the reporting period.

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 19 Trades Union Councils continued to be affiliated to the STUC. 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.

The General Council has continued to receive funding from the Scottish Government's Cyber Resilience Unit to continue to improve the cyber

security skills of union reps and workers.

In addition, we are now one year into the Just Transition fund. This fund supports our affiliates to place workers' voices at the heart of any Just Transition in Scotland.

The Scottish Government has also continued to fund the Trade Union Fair Work and Modernisation fund and the Fair Work: Leadership & Equalities programme, however talks are now at an advanced stage to evolve these projects into a new Fair Work organising & support project, to be launched in 2024, which will focus on capacity building to deliver Fair Work objectives in key sectors.

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.

The Unions into Schools project received a significant uplift in 2022/3 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. Outputs for the project have significantly increased during the reporting period. This project is funded by the Scottish Government.

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.

In particular, the STUC is grateful for the work Thompson's have undertaken to support our participation in the UK & Scottish COVID enquiries throughout the reporting period. More information on this work can be found in Section 2 of the General Council Report to Congress.



Prospect and Bectu send best wishes to all delegates at the STUC Annual Congress 2024

prospect bectu
prospect.org.uk
bectu.org.uk
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TUC Education in Scotland sends best wishes for a successful 2024 STUC Congress.

TUC Education provides training for union reps. If you're interested in developing your skills or refreshing your knowledge, we will have a learning opportunity for you.

We deliver classroom courses, online courses, webinars and eNotes.

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New event alert! Employment Law Update, delivered in partnership with Thompsons Solicitors on Thursday 9th May, City of Glasgow College

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



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 third 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

The campaigning, organising and political lobbying work of the STUC supports these objectives and focused on three priority campaigns in 2023-24:

Scotland Demands Better – Tackling the Cost of Living Crisis

Fair Care for Scotland – Towards a Not-for-Profit Sector

Just Transition – Delivering a Green Industrial Strategy

BUILD MEMBERSHIP & INDUSTRIAL POWER



Workers across the economy have again been pushed into taking industrial action to secure decent pay, defend their jobs and protect public services.

While inflation began to fall in 2023, workers were still faced with increased costs for fuel, food, housing and energy. The General Council has given full backing to affiliates involved in disputes over the last year, speaking at rallies, picket lines, publicised disputes in mainstreams and social media and encouraged solidarity across the movement.

Public sector workers including those in further and higher education, rail, local authorities, civil service and schools have all taken action with full support from the General Council.

We continue to lobby the Scottish Government to ensure the Pharmacists' Defence Association and HCSA, the hospital doctors' union, have a voice in negotiations.

Defend the Right to Strike

The UK Government pushed ahead with draconian plans to limit workers ability to take legal strike action in the public sector. The Strikes (Minimum Service Levels) Bill became law in July 2023 despite potential legal challenges, opposition from MPs, House of Lords and warnings from some sectors of industry that the legislation would damage industrial relations.

The anti-trade union law covers workers in health services; fire and rescue services; education services; transport services; decommissioning of nuclear installations and management of radioactive waste and spent fuel; and border security. Detailed regulations are required for each sector and are further complicated as some sectors are devolved to the Scottish Government. Amendments to exclude Scotland

from the legislation were defeated during the Bill's passage through the Lords and Commons.

The General Council has worked with the TUC and supported TUC campaigning against the legislation with affiliates attending the TUC Special Congress in December 2023 and the Protect the Right to Strike march and rally at GCHQ, Cheltenham in January 2024.

Following the change in First Minister and new Cabinet appointments we pressed the Scottish Government to lobby the UK Government stating their opposition to the Bill. We welcomed the First Minister's statement that the Scottish Government will not enforce the legislation in Scotland.

We issued a joint statement with the First Minister on the eve of the General Council's Biannual meeting in September 2023 condemning the anti-strike laws, calling on the Government not to comply with the legislation and outlining our opposition to the attack on devolution and the right to strike.

The first test of the legislation failed as escalating strike action was called by ASLEF in response to the potential for work notices to be issued during their dispute and the employer withdrew the proposal.

Developing Trade Union Representatives' Skills and Capacity to Organise

The STUC Cost-of-Living political education course has been a powerful tool in developing trade union member's understanding of the economy and the role of campaigns and collective action to make change. Over 145 participants have attending the course in 11 sessions held throughout the year. This includes courses held in partnership with EIS-FELA Fife College, South

Lanarkshire TUC, Glasgow Strike Solidarity, Edinburgh Trade Unions in Communities, Scottish Union Learning, and Unite's Organising Department.

In November 2023, we held a successful Strike Conference to share learning on the last year of industrial action. Over 80 officers and reps attended the event from more than 20 affiliated organisations. The conference featured panel sessions and workshops on Winning the Ballot, Targeting and sustaining action, Building solidarity and support, Leverage and escalation and Winning the Future.



We have developed an 'Organising Skills' programme of events beginning with events in February 2024 on leverage and escalation and in March 2024 on organising against cuts.

Support for Trade Union Councils

We organised the autumn Trades Council conference on Saturday 16th September.

This was a hybrid event with both online and in person participation and allowed us to start building plans for the Scotland Demands Better day of action on the 18th November. Sessions included an address from the General Secretary; presentations from Trades Councils actively campaigning against the far right and local anti-cuts campaigning.

There was also a round-up of Trades Council activity across the country reflecting levels of work.

WIN SIGNIFICANT STEPS TOWARDS A PEOPLE'S RECOVERY

Scotland Demands Better

We have continued to campaign for increased tax and new wealth taxes in Scotland to address the cost of living crisis and fund public services. Our updated research report on taxation options for Scotland was launched before the Scottish Government budget in December 2023 and received widespread media coverage and support from civic organisations.

We held a Scotland Demands Better photo call outside the Scottish Parliament in December 2023 to show the impact of cuts in public services across health, social care, education and local government. The event achieved significant media coverage for our position on the Scottish Budget.

The Scottish Budget announcement included the introduction of a new higher rate tax band for those earning over £75,000. This was in direct response to our tax research and campaigning over the last year to influence the debate on taxation and lobby Scottish Government to take action.

We have taken an active role on the Scottish Government Tax Group to consider future taxation options including the replacement of the council tax.

In February 2024 we published an open letter with over forty civic organisations to party leaders in Scotland calling for the revaluation of property as a first step to replacing council tax with a more progressive tax. We worked closely with a range of civic organisations to build a

powerful coalition including Oxfam, Poverty Alliance, Child Poverty Action Group and Stop Climate Chaos Scotland.

Finance, Public Sector Funding and Pay

The General Council has increased pressure on the Scottish Government to fully fund public services as local authorities prepare to make sweeping budget cuts.

We met with Shona Robison, Deputy First Minister, in December 2023 before the budget was published to argue for investment in public services, support to tackle the cost of living crisis and to highlight areas that require investment from the Scottish Government.

We gave oral evidence at the Scottish Parliament Finance and Public Administration Committee which focused on the sustainability of Scotland's finances and the STUC's tax proposals and have prepared analysis on Scottish earnings data and labour market stats generating media around the loss in real pay to Scottish workers.

We also gave oral evidence to the Scottish Parliament Local Government, Housing and Planning Committee along with GMB Scotland and Unison Scotland as part of the Committee's pre-budget scrutiny session.

Political Liaison and Lobbying

The General Council invited Humza Yousaf, First Minister, to address STUC Congress in April 2023 in his first public engagement following

his election as the new SNP Leader and Scotland's First Minister in March 2023.



The First Minister Biannual meeting with the General Council representatives was held on 20th June. General Council representatives lobbied the First Minister on priority areas including support for workers to tackle the cost of living crisis, Just Transition and health and social care.

General Council representatives attended a second meeting with the First Minister in November 2023 along with Neil Gray, Cabinet Secretary for Wellbeing Economy, Fair Work and Energy. We lobbied the First Minister on revenue raising options in advance of the budget, the need for funding in further education, public sector pay and the fire service, our demands for an industrial strategy and summit, and shared concerns on the lack of progress on Fair Work in particular in social care.

We meet frequently with a range of Scottish Government Cabinet Secretaries and Ministers 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, health, social care and finance. We provided briefings for MSPs and gave oral evidence to committees including:

Social Justice and Social Security Committee in November 2023 in support of Mark Griffin's private members bill to see the introduction of a Scottish Employment Injuries Advisory Council.

Health, Social Care and Sports Committee, along with Unison and GMB, as part of their scrutiny of the National Care Service Bill

Supporting affiliates we lobbied Scottish Government on specific industrial issues including meetings with Cabinet Secretaries following the announcement by Petro Ineos regarding the proposed closure of Grangemouth.

We met with the Scottish Labour MSP Trade Union Group in May 2023 where affiliates outlined concerns in public sector cuts, investment in health, rail and fire services, public sector pay, Royal Mail and UCU disputes and the future of Fergusons Shipbuilders.

We met with the Scottish Greens MSP Trade Union Group later in May 2023 where affiliates raised concerns on pay, cuts to the fire service, NCS, pupil behaviour in schools and the proposed bottle deposit scheme.

We worked with the TUC and Scottish MPs in the House of Commons to prepare and gave evidence to the Committee on the Economic Activity of Public Bodies (Overseas Matters) Bill. The Bill seeks to ban public bodies from investment and trade boycotts of countries and regimes who are not also opposed by UK Government policy.

The Secretariat has represented the STUC and lobbied politicians in

various forums including:

Scottish Government National Strategy for Economic Transformation

Scottish Government Fair Work Oversight Group

Scottish Government Tax Advisory Group

Scottish Government Deputy First Minister's Anti-Poverty Roundtable

Scottish Government Cabinet Secretary for Wellbeing Economy, Fair Work and Energy's Anti-Poverty Roundtable

Meetings on Medium Term Financial Strategy

Meeting with Scottish Labour Leader Anas Sarwar

Scottish Parliament Festival of Politics

Meetings on private members bills on Land Ownership and Public Interest and Scottish Employment Injuries Advisory Board

First Minister's Advisory Council on Women and Girls

United States Embassy Minister for Political Affairs

The General Secretary gave a keynote address to Scottish Labour Party Conference in February 2024 outlining our support for new and increased taxation, the need for a New Deal For Workers, investment in a green industrial strategy and called for backing for an immediate ceasefire in Palestine.



We jointly hosted the SNP Leadership Hustings in March 2023 with The National and SNP Trade Union Group. The leadership hustings was open to all members

of the SNP Trade Union Group and allowed trade unionists to directly question the candidates for SNP Leader, and de facto, the new Scottish First Minister. We used the opportunity to lay out demands and secure commitments for increased and new wealth tax to fund public services, the case for a not-for-profit care service and the urgent need for a green industrial strategy for Scotland.



We attended SNP conference and spoke at the SNP Trade Union Group Fringe meeting in October 2023, leading a panel discussion on "How Trade Unions Can Help Create a New Scotland".

Devolution of Employment Law

To build support and understanding of the case for the devolution of employment law we discussed with unions the importance of winning the argument across our movement. We held a roundtable session for affiliates with input from academics, Thompsons legal team and Peter Hunter, Unison.

The TUC Congress was held in September 2023 and debated a motion from Unite on Trade Union and Employment Law. The motion called for the devolution of employment law to Scotland and was passed by the Congress along with a General Council statement highlighting future devolution across the UK within a minimum floor of rights.

Fair Care for Scotland

The social care sector in Scotland faces significant challenges as social carers struggle to meet the demands of the role with ever increasing workloads and less support. Their critical work enables people with care needs to live as independently as possible at home or in residential care. Yet this essential service is delivered too often through private providers taking profit from public funding. Despite the Scottish Government's pledge to implement Fair Work in Social Care, pay, terms and conditions are still inadequate.

Working closely with care sector unions we have led the debate on Fair Care for Scotland and campaigned for collective bargaining for social carers, local authority management of care and a not-for-profit sector.

We have successfully intervened in the parliamentary debate on the National Care Service (Scotland) Bill, which has been paused for some months while extensive consultation with trade unions took place enabling unions to have input into the development of collective bargaining models.

We met with Michael Matheson MSP, Cabinet Secretary for Health and the Minister for Social Care, Mental Well Being and Sport, Maree Todd MSP to raise concerns about the proposed Bill including profit within care, lack of collective bargaining, lack of progress with fair work in social care, poor pay for care workers and the crisis of recruitment and retention of workers within the sector.

With the support of funding from Scottish Union Learning Fair Work: Equalities and Leadership



programme we supported affiliates to organise a weekend training school for 21 lay reps and activists within the care sector. The course included sessions on leadership, unfair work, collective bargaining and working with the media. Feedback highlighted the positive experience of joint training with other care sector unions.

Industrial Strategy for a Just Transition

The STUC has broad policy engagement on industrial strategy including regular meetings with Scottish Government on the four transport sectors, and with the Government and stakeholders on energy and manufacturing.

We have created an Industrial Strategy group to discuss emerging issues and coordinate ongoing Just Transition work. Our current focus is lobbying the Scottish Government on its forthcoming Green Industrial Strategy where we will press for significant additional public investment and ownership, including the taking of government equity stakes; for investment in and the appropriate use of new technologies such as CCS and Hydrogen and the case for new Nuclear in Scotland.

The General Council campaigning priorities have, and continue to be, the offshore wind supply chain and the skills transition from offshore oil and gas; and the need for a properly integrated, publicly owned transport system including Scotrail, an improved Calmac retained in the public sector and better regulated and municipally owned bus network. The General Secretary continues to serve on the Scotrail Board and we

achieved a commitment in principle for the retention of lifeline ferry services in public hands.



We released various pieces of internally produced research highlighting that as a proportion of turnover, renewables jobs in Scotland are falling even though the actual number has risen. We have also highlighted through research the large variation in municipal electricity generation across Scottish local authorities. We have also been publicly critical of UK Labour's decision to drop its pledge for £24 billion annual investment in the green industrial economy and will continue to lobby for any incoming government to increase investment.

We are currently undertaking commissioned research on the delivery by private offshore wind developers on job promises made through Scotwind. We expect to release this at Congress, building on our commitment to leverage companies directly alongside both governments. We have also pressed Scottish Government bodies over union recognition of developers receiving public assistance, highlighting different standards being applied by multinationals here and abroad to collective bargaining. We have continued to campaign for the introduction of the Offshore Skills Passport as well as offering support for Unite the Union in their campaign for the retention of jobs at Grangemouth.

We are engaging with a broad range of workers in the energy and manufacturing sector to explore the potential for supporting worker

led just transition including at Mossmorran and in the automotive sector.

The team hosted a training course for 12 workers across several unions and sectors on how they can lead green and just transition. The team were given a tour of City Building in Glasgow by reps from Community as part of building evidence towards the Just Transition Plan for Buildings and Construction and organised a roundtable on the same plan alongside the Just Transition Partnership.



At the time of writing, we await the outcome of a range of key decisions in transport, including the shape of the Ferry Service, the review of fares in the bus network, the decision of the Strathclyde Transport Partnership on bus franchising and the outcome of the off-peak fares pilot in rail.

We have been sharply critical of the current use of the Scotzeb fund and reductions in the Community Bus Fund.

Trade Union Organising

The STUC organising group met quarterly and brought forward a series of organising events. A major conference – Strike! - was held in November 2023 attracting nearly 100 attendees.

The event focussed on good practice and lessons learned from the high levels of industrial action taken in the previous year. Following the conference, and at the time of writing a number of events are scheduled for Spring 2024, as follows:

STUC Organising Skills Event: Leverage and Escalation; STUC Cost of Living Political Education Course; STUC Organising Skills Event: Fair Work: Organising and Training Conference.

Fair Work: Trade Union Fair Work and Modernisation Fund

In its final year of operation, the UMF funded four union projects AEGIS: Finance Sector; BFAWU: Food processing sector; Prospect: Tech sector; SAU: arts and culture sector. Funding was also provided for the BetterthanZero campaign which continued to provide support and union signposting for non-organised and precarious workers as well as innovative Fair work sessions focused on migrant workers, delivered through Edinburgh Trades Council.

At the time of writing this report negotiations are underway with the Scottish Government to secure direct funding for the STUC to provide organising and training support for affiliates linked to the new Fair Work First agreements. This will include an enhanced Union Fair Work Equalities Fund, the outcomes of which are reported in the Scottish Union Learning Section of the General Council Report.

Unions into Schools

The project continues to grow with an expanded rep base and greater geographical spread, including enhanced delivery in the Highlands and Islands.



We are scheduled to have delivered 184 class sessions for 2023/24 to end of March 2024. We have delivered training sessions for new reps; continued to update and improve our classroom resources including strengthening equalities; continued a strong and productive relationship with school teaching unions' rep sessions; as well as having pupil input at STUC events, such as STUC Women's Conference in October 2023.

We also have 4 schools confirmed as attending Congress 2024 on Tuesday 16th April to participate in the lunchtime Unions into Schools pupils event.

International Workers Memorial Day (IWMD)

Another successful IWMD was held in the last week of April, with the majority of events being held on 26th April, the day itself.

Over twenty events were held, largely organised by Trades Councils. The STUC again provided the organisation and support for the Glasgow event.



Palestine

We have maintained a position of calling for an immediate ceasefire and continued to condemn atrocities committed by Hamas, whilst being clear that Israel's assault on Gaza is tantamount to Genocide and condemning ongoing settler and IDF violence against Palestinians in the West Bank.

Allende Vive!

We held a successful commemoration of the 50th anniversary of the coup in Chile. The event featured music and political speeches, South American food, Chilean wine and lots of solidarity. In her speech, the General Secretary paid tribute to our late comrade, John Keenan, whose role in Chile Solidarity is well known to the movement.



Tackling the Far-Right

For over a year, local Trade Union Councils, led by Paisley Trades Council and union members from across the region, have travelled to Erskine in a show of solidarity with asylum seekers living in the area.

The asylum seekers have been subject to harassment and protests from various far-right groups who have tried to develop a base in the community.



Working closely with Trade Councils we have supported both online safe space and in person meetings to organise alternative events during the far-right protests.

In May 2023 over four hundred trade unionists and activists were present at the community event. Other events have included community barbecues, sports sessions and demonstrations in support of refugees and asylum seekers.

Following our ongoing support for a community response to the situation in Erskine, we supported local union activists and trades councils to successfully campaign against

the far-right who were planning a demonstration in Elgin. An excellent response from Moray Trades Council ensured that a small number of far right activists, from outside the town, were massively outnumbered and swiftly sent packing.

We have provided transport to demonstrations, designed and printed campaign materials, and promoted events through social media and across the trade union movement to encourage affiliates to attend.

We have produced a toolkit to support Trades Councils and local union branches to lead and develop local campaigns.

Sheku Bayoh Inquiry

We have supported the organisation of campaign vigils outside the Sheku Bayoh Inquiry in Edinburgh at the start of each session of the inquiry hearings. We have provided transport from Glasgow for members and activists to attend the vigils and the inquiry.



We also worked with the campaign to consistently publicise the inquiry, keeping the campaign high on the

agenda of affiliates and General Council.

St Andrew's Day March and Rally

The annual St Andrew's Day March and Rally was held on 25th November and saw a lively march from Glasgow Green to the city centre.



Invited speakers included Humza Yousaf MSP, First Minister and Anas Sarwar MSP, Leader Scottish Labour who both pledged their support to fight racism in Scotland.

We supported transport for community activists and asylum seekers living in Erskine to attend the event.



“AN EXCELLENT RESPONSE FROM MORAY TRADES COUNCIL ENSURED THAT A SMALL NUMBER OF FAR-RIGHT ACTIVISTS, FROM OUTSIDE THE TOWN, WERE MASSIVELY OUTNUMBERED, AND SWIFTLY SENT PACKING”



**“IT’S NOT AN EASY TASK, LITTLE WORTH DOING EVER IS.
 BUT YOU CAN BE SURE THAT THE STUC WILL BE THERE SUPPORTING YOU
 ON EVERY STEP OF OUR COLLECTIVE JOURNEY.”**

POSITIVELY SHIFT THE PUBLIC NARRATIVE ON TRADE UNIONS



Through our public and political interventions, we have continued to support the excellent work of affiliates in building awareness, solidarity and membership. Our media output has continued to be high.

For three years in a row, we have consistently outperformed previous outputs on media instances. As well as regular TV and radio appearances, we are regularly quoted in Scotland's highest volume newspapers.



The General Secretary writes monthly columns for both the Herald and the National where we maintain a focus on promoting trade unionism; our priority campaigns and appropriate political commentary.

We utilise social media, in particular for increasing the reach of our MSM outputs and promoting our support for industrial disputes. We also continue to broadcast our podcast 'Mon The Workers' which allows us to dig into more detail on priority campaigns and the activities of affiliates.

Public Health and Workplace Health and Safety

Scottish Covid-19 Inquiry

The Scottish Government published aims and principles for an independent public inquiry into the handling of Covid-19. The inquiry covers all devolved matters during

the period between 1st January 2020 and 31st December 2022.

The UK Government inquiry covers a similar period and will take a modular approach. Devolved decision making in Scotland is covered specifically by Module 2a of the UK inquiry. The STUC has a formal role in each inquiry as a Core Participant on behalf of affiliates and has legal representation in both inquiries.

The Scottish inquiry opened in October 2023 with procedural hearings and then evidence on the impact of the pandemic on health and social care. The General Council were represented at the inquiry by senior council who presented the STUC's opening statement. We have worked closely with Thompson's Scotland team to provide witness statements and contacts from affiliates to provide witnesses to the inquiry.

Trade union witnesses to the hearings on Health and Social Care will give evidence from March 2024. The initial witness list notes over forty union witnesses who may be called to give evidence. Affiliates with members in Health and Social Care have been invited to provide impact statements to Thompsons Scotland who have collated statements from organisations and individual witnesses.

We are preparing statements and supporting affiliates with the next stage of the Scottish inquiry which will take evidence on the impact of the pandemic on education and young people. Relevant affiliates have been approached and are in the process of providing statements and evidence to the legal team.

We have partnered with the inquiry's listening project, Let's Be Heard, to

promote the project's engagement methods and opportunity for workers to directly input to the inquiry.

Let's Be Heard have attended STUC Equality Conferences and Congress 2023 taking exhibition stalls, giving presentations and hosting workshops to ensure the inquiry captures experiences from equality groups.

The General Council hosted an event focusing on the Covid inquiry for members from equality groups. The event 'One Size Fits All? Covid and Equalities in Scotland' took place in September 2023 in partnership with Let's Be Heard.

UK Covid-19 Inquiry

We have submitted written statements to the UK inquiry on Resilience and Preparedness (module 1), UK decision-making and political governance – Scotland (module 2a) and Health (module 3).

The STUC's main focus in the UK inquiry is within UK decision-making and political governance – Scotland (module 2a).

We provided the inquiry with documentation including a sample of meeting notes from General Council's Covid Group and correspondence with government to show the extent of STUC engagement with Scottish Government and the documented concerns of trade unions. We highlighted a range of issues including lack of PPE, ventilation, social distancing, vaccine rollout, sector closures, sick pay and financial support noting the limitations on Scottish Government in some areas as employment law remains reserved to Westminster.

The UK inquiry has already exposed a dysfunctional, toxic environment within the UK Government where decisions were taken that

deliberately opposed requests from trade unions.

We have worked with the TUC and legal teams to prepare the Opening statement for the UK Covid-19 Inquiry, Scotland module. The oral statement was presented by Council appointed by Thompsons UK in January 2024. STUC General Secretary, Roz Foyer, gave oral evidence to the inquiry in Edinburgh.



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 STUC's equalities work.

The STUC Black Workers' Committee

The Committee have continued to provide invaluable support to the campaign for justice for Sheku Bayoh. Members of the Committee have been involved in

planning events, vigils, speaking at supporting events and attending the public inquiry in support of Sheku Bayoh's family.



The Committee held a successful Anti-Racist Workplaces Conference, in conjunction with Stand Up To Racism in September 2023. Over forty people attended and heard from speakers and panels on fighting racism in the community and workplaces.

The Committee launched Black History Month in October 2023 with an event on "Decolonisation, Reparations, and Justice" with Irene Mosota, Independent Chair for the Edinburgh Slavery and Colonialism Implementation Group, and Khadija Mohammed, EIS.

The Committee invited both Humza Yousaf, First Minister, and Anas Sarwar, Leader of Scottish Labour, to speak at the St Andrew's Day March and Rally.

The STUC Disabled Workers' Committee

The Committee has been working to support the Scottish Employment Injuries Advisory Bill through the Scottish Parliament. The private members bill is led by Mark Griffin MSP and supported by a range of unions and disability campaign groups. The Committee hosted the launch of the bill in June 2023 and held a webinar in November 2023 to support the Scottish Industrial Injuries Advisory Council Bill.

The Committee launched a survey for reps on reasonable adjustments to gather case studies and examples of employer best practice on reasonable

adjustments.

The survey has been shared with STUC Equality Committees, affiliates, and the STUC Equality Officers Network. The results of the survey will inform a toolkit to be shared as a resource for reps.



The Committee has continued to support work and campaigns for Long Covid to be classified as a disability and will continue to support trade union input into the Covid-19 inquiries. Members of the Committee also regularly attend and input to the Scottish Government Cross-Party Group on Disability.

The STUC LGBT+ Committee

The Committee reviewed and collated a range of resources from affiliates and external organisations to assist with updating the STUC Trans Guide. The guide is a useful toolkit for trade union reps with up-to-date information on trans equality.

The Committee agreed to support UNISON's year of the LGBT Worker and develop a discrimination campaign. The Committee hosted an online event during LGBT History Month in February 2024 on discrimination in the workplace.



The Committee also released a survey, in February 2024, to gather information on discrimination in the workplace.

The Committee held an online vigil to support Trans Day of Remembrance on 20th November. The event paid tribute to trans people who have been victims of violence and those who have lost their lives during the past year.

The Committee are actively monitoring the progress of the legal challenges around the Gender Recognition Bill and the ban on conversion therapy. Representatives from the Committee also met with colleagues at the Irish TUC and plan to meet with the TUC and Wales TUC to discuss the Gender Recognition Reform Bill.

The STUC Women's Committee

The Committee held a 'Food for Thought' Scottish Parliamentary Reception in May 2023. The event was co-sponsored by Monica Lennon MSP, the Sunday Mail and EIS.

The event brought together schools, young people, community groups, anti-poverty and food organisations/charities, catering staff, trade unions, policy advisors, and MSPs for an evening of music, speeches, education, and campaign activities. Young people, the Poverty Alliance, Sunday Mail and EIS Union all contributed.



The event was over-subscribed with over 150 people attending. An e-petition to the new First Minister, Humza Yousaf MSP was launched as part of the Campaign as well

as a number of practical tools to encourage activists and organisation participation and support to the Campaign.



Following motions to the STUC Women's, Youth and 2023 Congress - we organised an online event with Gillian Mackay MSP and Abortion Rights UK to discuss abortion care/ rights in Scotland and the proposed Safe Access Zones (Scotland) Bill which aims to introduce safe access zones around healthcare settings that provide abortion services.

The Committee held a successful Weekend School on Conference Skills in August 2023 with a number of attendees going forward as first time delegates to STUC Women's Conference.

The Committee developed a successful bid for Scottish Union Learning funding to run "Herstory" storytelling workshops to capture women's stories of the movement and gain creative writing skills. Herstory was used as the theme for STUC Women's Conference with additional branding and promotion of the project.

The Committee progressed work to campaign against sexual harassment along with Scottish Hazards, TUC Education and Scottish Union Learning to focus on harassment as a health and safety issue.

The Committee attended the 2023 Women's Council of the Isles in October hosted by Wales TUC in Llandudno. The Committee presented on sexual harassment and

care and participated in a number of workshops with the women's committees from the ICTU, Wales TUC and TUC.

The Committee released a media statement in advance of the Scottish Budget calling for investment in public services noting the disproportionate impact on women and heard from the Scottish Women's Budget Group in February 2024.

The STUC Youth Committee

The Committee held their annual conference in July 2023 themed around "Scotland's Young Workers Demanding Better". The Committee invited a panel of young workers to share their experiences of industrial action from a range of recent disputes. A further panel session was held on Peace and Climate with a range of speakers linking the need for a Just Transition to re-purpose industry and make the case for urgent action to tackle the climate crisis.



The Committee's survey of young members for the Safe Home campaign evidenced the concerns of workers with over 40% noting they felt unsafe travelling to work and the limited support available from employers.

The Committee is working with Scottish Union Learning on an event for young apprentices in March 2024.

The General Council continues to offer a forum for equality officers and equality reps across the movement to meet, share information and identify areas of common interest.



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CONGRESS GREETINGS

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SECTION 3:

SCOTTISH

UNION

LEARNING



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

Through funding from the Scottish Government, and with additional contributions from other partners, SUL works with unions to promote and develop trade union-led learning and skills development, and to create opportunities for employer engagement around workforce development, with a focus on Fair Work and equalities.

All SUL activity is aligned with STUC and Scottish Government skills and economic strategies.

During the first year of the current SUL Programme, April 2022 – March 2023, 13,141 learning outcomes were achieved; the highest number so far.

This is due to a stronger focus on work-based skills and an increase in outcomes generated through SUL projects, and opportunities funded by unions, employers, and other

partners. Learning outcomes also include those facilitated through the Cyber Resilience Project, Fair Work: Leadership and Equality Programme, and engagement with national initiatives such as Book Week Scotland, Dyslexia Awareness Week, and Maths Week Scotland.

This activity enables workers to improve their skills, enhance their employability, and to build resilience within a rapidly changing labour market.

THE SUL DEVELOPMENT & LEARNING FUNDS

The Development Fund

The Development Fund supports trade unions to increase their capacity to promote and support work-based learning and skills, aligned with their organising strategies. 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 Development Fund.

Through this Fund, unions have continued to develop union learning infrastructures, and to support ongoing engagement between unions and employers to secure workplace learning across a wide range of industries and sectors including construction, engineering, oil and gas, transport, retail, education, health and social care, financial services, and media, film, and television.

The Learning Fund

In addition to the projects funded through the Development Fund, a further 11 Learning Fund Only projects were approved by the SUL Board; seven in the Lowlands and Uplands and four in the Highlands and Islands. During the first year of the current SUL Programme, the Learning Fund supported the delivery of over 400 courses through the SUL procurement process and enabled over 4,000 learning outcomes.

The Learning Fund enables a range of work-based learning and skills opportunities, including literacy and numeracy, employability, and trade and vocational skills.

In addition, demand remains high for leadership and management skills, English Language, digital and IT skills. Courses support

learners in improving existing skills, and in developing new and transferable skills that enhance their employability prospects.

During the year, the SUL Learning Fund supported 4188 learners; 3032 in Lowlands and Uplands Scotland (LUPS), and 1156 in the Highlands and Islands.

Analysis of the Learning Fund on page 50 was based on data from learner equalities monitoring forms returned to SUL (this amounts to 90% of all Learning Fund participants during that year).

Further information can be found in the SUL Annual Report (2022-23):

<https://www.scottishunionlearning.com/resources/Scottish-Union-Learning-Annual-Report-2022-23.pdf>

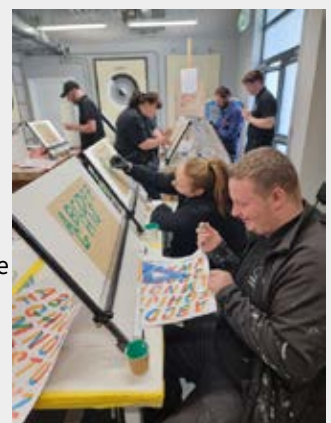
CASE STUDY

Unite the Union (LUPS)

Unite the Union manages a Development Fund project operating throughout the Lowlands and Uplands (LUPS) area, and another in the Highlands and Islands. During the 2022-23 SUL Programme, Unite the Union in LUPS developed and enhanced capacity to support apprentices by ensuring effective representation on, and engagement with, Technical Expert Groups to develop Apprenticeships Standards and Frameworks across the construction sector, through to additional support in the workplace.

Unite, working with apprentices at City Building in Glasgow, identified a demand from the apprentices for additional skills beyond the work-based training elements within their apprenticeships. One of these was the need for a signwriting course.

Through negotiations with City Building's Painting and Decorating department, Unite was able to ensure full-time and paid release for workers to access on-site facilities. The employer also agreed to provide easels, boards, paints and brushes. This high-quality skilled programme and multi-partnership approach ensured the course was a success for all involved, and has supported apprentices to develop additional career pathways.



CASE STUDY

Communication Workers' Union (LUPS)

The Communication Workers' Union (CWU) manages a Learning Fund Only project and has a well-developed Union Learning Rep-led programme, with support from CWU officials whenever necessary.

The focus of the project has been to support learners to up-skill and re-skill. The model of delivery, developed with Glasgow Clyde College due to the impact of the pandemic, has continued to prove effective and allows workers across different workplaces and a broad geography to participate in the programmes as a cohesive collective.

The workforce development programmes organised by the CWU are not provided by employers. These programmes are accredited, which enhances opportunities for workers to secure enhanced positions within their workplaces.

Those workplaces include BT, Openreach and EE. Through the Learning Fund, the CWU organised the delivery of an accredited Cyber Security module at SCQF Level 6, Cisco CCNA Routing and Switching Essentials, also at SCQF Level 6, and a Prince2 Foundation level course.

CASE STUDY

Community (LUPS)

The Community Development Fund project facilitated the delivery of a course, consisting of eight Digital Security sessions, to members in Royal Strathclyde Blindcraft Industries (RSBi) / Glasgow City Building.

These sessions were designed and delivered by Digital Skills Education Ltd and funded through the Learning Fund.

The course was delivered in response to demand from Community members on-site, who had seen a number of staff members become victims to online social media scams. The Community Learning Organiser worked closely with the branch and Digital Skills Education Ltd to deliver a bespoke course that gave members the confidence to identify common social media scams, and to learn how to protect their online accounts.

RSBi Glasgow is a supported workplace in which over 50% of the workforce have a disability. Many of the workers have learning or developmental differences and can be more vulnerable to online fraud. It was important that a course was designed to be accessible to all learners, and also that it wasn't used to discourage anyone from using social media.

Attendance across the eight sessions was high, with almost 60 learners taking part. This included 16 learners with hearing impairments who were supported by a British Sign Language interpreter provided by the employer.

Branch Secretary, Steven McGurk, said: "These digital security sessions have been great and are the talk of the factory. I have had so many people approach me, telling me how much they enjoyed the course and how much they learned. The sessions were also really needed – we have quite a large number of staff who are really active on social media. It's very important that they are equipped with the skills to keep themselves safe".



CASE STUDY

National Union of Journalists (LUPS)

Through engagement with members, the National Union of Journalists (NUJ) identified a need for training for journalists moving from journalism into supervisory and management positions within newsrooms across Scotland. Barriers to progression were particularly felt by journalists from under-represented groups.

The NUJ worked closely with the Google News Initiative to develop a programme of skills development to support their members in moving forward in their careers. The first course was Leadership in the Newsroom, which is suitable for mid-career journalists, both staff and freelancers, seeking to develop their leadership attributes to equip them with newsroom management and strategic planning skills.

The second course, News Verification Skills for Journalists, was aimed at strengthening digital skills, including digital research, and developing the next generation of newsroom leaders. NUJ offered a number of limited places to workers from under-represented groups in the first instance, before offering the remaining places to the broader membership. This new area of work is being rolled out across Scotland, with early indications proving positive and waiting lists of learners beginning to emerge.

CASE STUDY

Public & Commercial Services Union (LUPS)

Throughout the year, PCS re-focused its Development Fund project to re-develop its ULR infra-structure across Scotland. The union's ULR infrastructure had been negatively impacted through a combination of workplace centralisation and redundancies, reps retiring, and the COVID-19 pandemic.

To address the growing need for a vibrant ULR network, PCS initiated effective actions. This includes a quarterly online ULR Forum, which is open to current and prospective ULRs, Branch Learning Co-ordinators (BLCs) and Regional Learning Co-ordinators (RLCs). The online meetings allow reps to attend from across Scotland, sharing good practice and meeting colleagues from across an array of PCS workplaces.

Crucially, the meetings focus on upskilling ULRs. These forums have been effective in ensuring ULRs come together as a cohesive cohort of reps, that they feel they are a valued part of the union, and are able to influence positive union-led change in their workplaces.

PCS has ensured that new and prospective ULRs are mentored by experienced BLCs; this has helped to support ULRs through challenging periods and ensured their integration within the union. BLCs in turn, are now supported by a fresh and growing cohort of ULRs that can provide support in meetings with members, employers and the PCS Union Learning Organiser.

To ensure visibility within workplaces, PCS organises activities as part of Learning @ Work Week. This can help keep ULRs active, while ensuring members, non-members, and employers value the ULRs as having a vital role within their workplace in specific relation to workforce development.

HIGHLANDS & ISLANDS

SUL funded learning projects in the Highlands and Islands continue to grow in terms of reach, scope and capacity, as unions seek to meet high levels of demand from workers across the region in a range of key sectors and locations.

While there has been much more face-to-face activity during the last year, Highlands and Islands projects have used lessons learned from

the COVID-19 period around digital learning to reach more learners in rural and remote communities.

In October 2023, reps and members from EIS, NUJ, UNISON, and Unite established a cross-union learning group in Orkney, followed by a programme of learning which is operating throughout 2024.

In addition, cross-union collaboration across Highlands and Islands projects

which is operating throughout 2024.

SUL funded Project Workers meet quarterly to share ideas, local and national contacts, and provide updates on their activities.

Working collectively in this way has increased the reach and scope of SUL's work across the region.

CASE STUDY

UNISON (H&I)

UNISON supports, and is supported by, a strong network of Union Learning Reps.

In 2023, one ULR working in Early Years responded to the findings of Public Health Scotland's April 2023 Report which raised important concerns about children's development following the pandemic in Scotland.

The report found that at least one area of their development, such as speech, walking, or social skills, may not be developing as expected, post-pandemic. Emotional and behavioural development, problem solving, personal and social development, speech, language, and communication were all identified as areas of significant concern. The report also found there to be marked inequalities between groups of children living in the most deprived areas who were twice as likely to have a developmental concern at two-and-a-half years of age than those in the least deprived areas.

UNISON ULRs and Learning Co-ordinator recognised the value in establishing a learning programme for Early Years Practitioners, considering these findings, to help workers progress in their roles. Over several months they brought together employers, UNISON Local Government Branch and an Educational Psychologist.

The outcome was a two-session course. Both sessions drew on recent practice guidance and international research to identify what is important for young children and how experiences of play with sensitive adults can build lifelong resilience. The first session specifically focused on how children develop positive relationships with key adults, and how these can be formed and deepened in an Early Learning and Childcare setting. Consideration was also given to how this relates to pressure for children to 'catch up' or be ready for school, and how wellbeing and learning can be balanced. In the second session, the group considered in more depth how young children are affected by trauma and adversity, and how play within a positive environment can help. The programme also covered essential issues of staff wellbeing, and how to manage pressures of work and the burdens of the learners' own lives while doing this life-changing work with children.

The programme was very well attended and, as a result of high levels of interest, it was repeated for a new group of workers later in the year.

The course demonstrates the value of ULRs in shaping and directing workplace learning in partnership with employers, with overall support and guidance from union learning Project Workers.

CASE STUDY

Unite the Union (H&I)

Inverness continues to be the centre for the renewable energy sector for all of the Highlands and Islands, with a constantly growing pipeline of projects creating substantial job opportunities across the region.

Unite's Highlands and Islands project continues to track these developments closely, and for several years has supported workers to transition from traditional oil and gas industries towards new professions in renewable energy.

During the last year, three candidates supported by Unite were able to complete a Global Offshore Wind Basic Safety Course. This was a five-day basic safety course which is now available in Inverness. Previously, participants had to travel to Aberdeen or the Central Belt. Participants received a two-year certificate which allows them to apply for or retain contract work in the Global Offshore Wind industry.

In addition to the above, Unite has supported several workers in the Highlands and Islands to complete the Level 1 Rope Access five-day course which provides traditional trades people with the rope techniques and knowledge required to transfer their skills for 'working at heights', which are used in a wide range of repair, maintenance and inspection roles in the renewable energy sector. Both courses are recognised as valuable learning opportunities which support participants in finding future work in sectors of key significance for Scotland's social, economic, and environmental objectives.

As Inverness continues to grow as a Hub for training for the renewables sector, serving all of Highlands and Islands, Unite's project will be seeking ways in which it can continue to support workers to find new roles within the renewable energy sector.



WORKFORCE DEVELOPMENT

Additional work-based learning and workforce development includes the following:

Aegis is working with Aegon and Atos to develop the skills of financial services staff in Edinburgh-based workplaces.

BFAWU is working across the food industry to support the development of workforce skills.

The **EIS** project has established a comprehensive, union-led programme of workforce development across the education sector.

The **FBU** project supports workers across the Scottish Fire and Rescue Service to develop and maintain skills to support high levels of health and fitness essential to their roles.

The **PFAS** project supports professional footballers to develop skills for a second career path and where necessary, to have skills to move into a different sector.

Prospect/BECTU has created a specialist programme of skills development essential for workers across the film and television sector.

RMT has developed an enhanced programme of workforce development skills to support railway

workers in developing career paths within the rail sector.

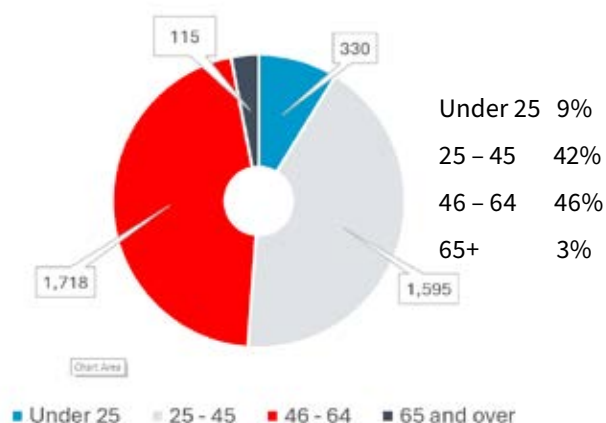
The **Scottish Artists Union** has continued to evolve the developmental programme of specialist skills for freelance workers.

Usdaw has organised a programme of learning and workforce development to ensure workers across the retail sector have opportunities to access learning programmes.

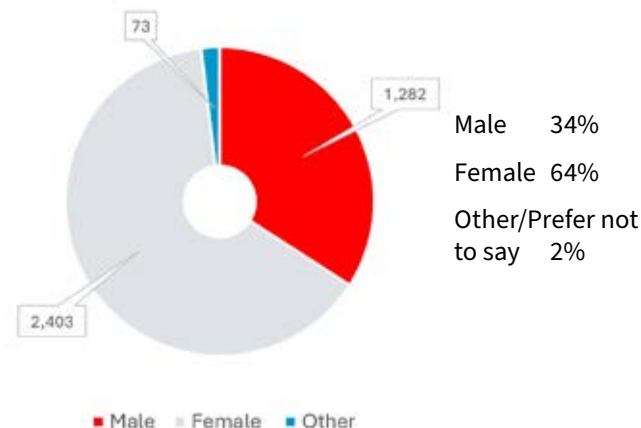
The **STUC Young Workers' Project** has re-focused in response to an increasing need for young workers to understand green skills and to develop their skills base.

SUL LEARNING FUND STATS 2022 - 23

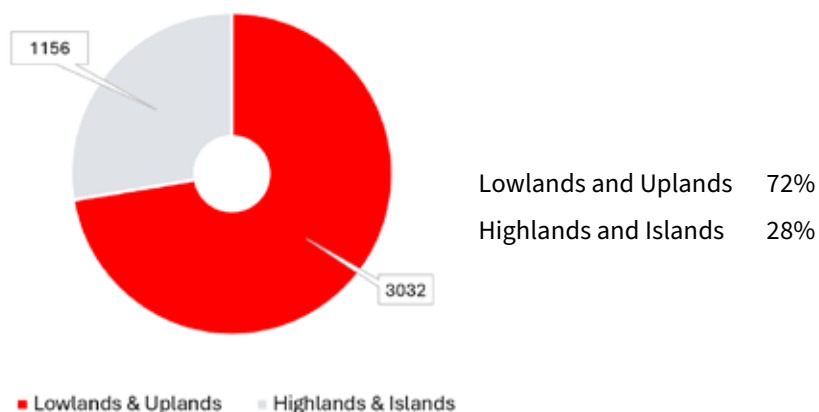
AGE



GENDER



LOCATION



EVERYDAY SKILLS

SUL works in partnership with a range of organisations to raise awareness of Everyday Skills needs, including workplace literacies, digital participation, cyber resilience, and dyslexia and additional learning and support needs.

The Group is facilitated by SUL and

comprises of members from affiliated unions, TUC Education, and partner organisations.

The Group meets quarterly to provide relevant support for unions and workers, and is also responsible for planning the annual Everyday Skills Event. Through this Group, unions

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

FAIR WORK: LEADERSHIP & EQUALITY PROGRAMME

The Fair Work: Leadership and Equality Programme was funded by the Scottish Government, managed by Scottish Union Learning, and supported by the STUC Co-ordinator for Leadership and Equalities.

The Programme has continued to focus on building leadership capacity within unions to take forward the Fair Work agenda. Over 1,300 people

have participated in this Programme since 2015.

The 2022 -2023 Leadership Programme generated a strong round of applications, with nine applicants awarded funding.

As with the previous year, three projects were organised on a cross-union basis, reaching a wider cohort

of unions.

An event took place in March 2024 to showcase the leadership activities supported through the Programme. As part of this Programme, the National Equality Rep Network continues to be developed.

DIGITAL UNIONS: CYBER RESILIENCE

SUL received funding from the Scottish Government's Cyber Resilience Unit to build the cyber resilience capacity of unions, reps, and workers.

During the year, over 820 learners participated in cyber security workshops.

There were 2429 users of a new online Cyber Aware Worker's Toolkit, and unions were encouraged to embed this Toolkit into their learning platforms. In addition, four new Cyber Video Lessons were developed.



APPRENTICESHIPS

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

The Trade Union Apprenticeship Group (TUAG), organised by SUL, meets quarterly to ensure unions can collectively engage in discussions about the Apprenticeships Programme with Skills Development Scotland (SDS) to ensure that unions have influence across

apprenticeships standards and frameworks, and to engage in work undertaken through the Technical Expert Groups.

The TUAG is organising the second annual Apprenticeship Event to take place at the STUC Margaret Irwin Centre later in the year.

The focus of the event will be to support Apprentices in engaging with their union. The TUAG has also organised a Short Life Working Group to influence the work SDS is developing around health and

wellbeing across apprenticeships.

Throughout the year, SUL worked with affiliates to ensure union representation and influence in the development of Apprenticeship Standards and Frameworks, including Accounting, Construction (Carpentry and Joinery), Construction (Design and Contracting), Construction (Fitting Building Interiors), Customer Service, Engineering, Hospitality, Transport (Rail), and Transport (Road).

CASE STUDY

Practical Cyber Resilience

Over 200 workers, predominantly from the Public Sector, attended a series of four-hour cyber resilience courses delivered by Digital Skills Education Ltd. The first set of workshops covered the methods hackers use to gather information, such as phishing emails and social engineering.

Participants also learned how to work securely remotely, which included being aware of which Wi-Fi networks are the safest. Participants also learned about the best ways to secure their workplace and personal accounts, including setting up password managers and using two-factor authentication.

The second set of workshops focused on use of the best types of anti-virus software. Participants learned how to perform software updates on different devices, and the safest ways to create back-ups of important data such as files, photos, and videos. As a result, over 95 per cent of participants have made a commitment to changing their cyber security behaviours in their working and personal lives.

SUL Conferences and Events

During the year, several events were organised, including the SUL Highlands and Islands Conference (in-person, June 2023), the Annual SUL Conference (online, October 2023), the SUL Everyday Skills Event (online, February 2024), and the Fair Work: Leadership and Equality Event (online, March 2024). SUL also participates in numerous other events, including STUC Congress and Equality Conferences.

Work with Partners

The General Council is represented on many external organisations and working groups attended by the SUL Director and senior SUL staff. These include Skills Development Scotland, The Open University in Scotland, Zero Waste Scotland, Education Scotland, Scottish Credit and Qualifications Framework, Dyslexia Scotland, Scottish Book Trust, Learning Link Scotland, Money Advice Scotland, and other SUL partners. SUL has also engaged with new partners, including Enable Works, Playlist for Life, Samaritans, Show Racism the Red Card, and the National Manufacturing Institute Scotland (NMIS).

Co-operation with the TUC

SUL continues to work with TUC Education in Scotland to support union education opportunities available to affiliates in Scotland. The TUC is represented on the SUL Board, the TUC Education Officer in Scotland attends SUL Union Advisory Group and Everyday Skills Group meetings, and SUL staff continue to attend TUC and unionlearn events. Scottish-specific online learning modules are in development; these will complement existing union rep training resources. SUL is also working closely with TUC Education to support the Union Learning Rep training and development requirements of SUL-funded union learning projects during the current two-year SUL Programme, April 2023 – March 2025.

In addition, a review of trade union education was undertaken and a new Trade Union Education Strategy Group has been established to facilitate wider discussions on rep training and development with affiliates to ensure appropriate models of training can be developed and delivered.

SUL Communications

SUL has continued to ensure a live online presence through utilising social media channels and continuing to facilitate a series of webinars.

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 RECIPIENTS

The STUC will be presenting five Union Rep Awards at Congress 2024: 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 Organising Award; TUC Education in Scotland for sponsorship of the Equality and SUL Learner of the Year Awards; and The Open University in Scotland for their continued sponsorship of the Helen Dowie Award for Lifelong Learning.

HELEN DOWIE AWARD FOR LIFELONG LEARNING



The recipient of the Helen Dowie Award for Lifelong Learning 2024 is John McAlinden, a CWU Union Learning Rep.

John is an enthusiastic and dedicated trade unionist who joined the Communication Workers Union (CWU) in

2007. He has always been a committed member of his branch and quickly became active as a workplace rep, Branch Treasurer and Committee member. He became a Union Learning Rep (ULR) in 2017 and his analytical, hard-working and innovative approach has helped promote learning not just across his branch area but across the whole country.

John excelled at undertaking a new and challenging role as a ULR which developed into regional positions including the position of Secretary to the CWU Scotland Education and Learning Committee. His

passion and success were recognised within the union, and as the role has evolved, he has continued to be a key leader in advancing the learning agenda in Scotland.

Recognising that union-led learning is key to workforce development, John works tirelessly to ensure that our learning provision evolves to suit the wide range of learner needs in an ever-changing landscape. John understands that building knowledge and skills is essential for workers to maintain transferable skills and, ultimately, for their job security.

Working through the CWU Scotland Education and Learning Committee, John has ensured delivery of industry-recognised qualifications covering Cyber Security, PRINCE2 and CISCO CCNA. John has worked closely with learning providers to ensure their models of delivery meet the needs of the learners, which has led to exceptionally high and successful completion rates.

STUC FRANK MAGUIRE AWARD FOR HEALTH & SAFETY



This year, the STUC Health & Safety Award is being presented to Tony Bakhsh. Tony is a GMB Health & Safety rep at North British Distillers, Muirhall.

Tony is a longstanding rep who has done a tremendous amount of work over the years to research workplace hazards in order to protect members in the workplace, including workplace noise, asbestos, dust, lumen, and workplace transport. He has dealt with a range of frustrations with the employer and has constantly pressed for due consultation over Health and Safety with their recognised trade union, including elevating issues to the Health & Safety Executive (HSE).

Tony leads a team of Stewards and Health & Safety Representatives, and he leads by example. His knowledge of the Safety Reps and Safety Committee (SRSC) Regulations and his willingness to challenge his employers lack of engagement with the GMB on Health & Safety matters has resulted in a trade union

Health & Safety structure that keeps people safe at work.

Every GMB member on the site has benefited from Tony's persistence when pursuing information from the employer to protect their health, safety & welfare. A key aim for Tony is shifting the emphasis on behavioural safety and blaming workers for incidents towards structural employer issues.

Tony has also influenced the work of Scottish Hazards who have taken forward initiatives to highlight the importance of the SRSC, and the importance of reps being consulted when enforcement officers visit. This includes work between Scottish Hazards and the STUC to develop a toolkit for representatives to find out when their workplace was last inspected and steps to take to introduce themselves to HSE inspectors or Environmental Health Officers.

STUC ORGANISING AWARD



This year, the STUC Organising Award is being presented to Dan Connolly and David Foote. Dan and David are Prospect reps at Babcock Marine in Rosyth.

Following the resignation of prominent reps from the committee four years ago, the branch saw a period of sustained decline mainly prompted by redundancies reducing the workforce, the COVID-19 pandemic, and subsequent changes in working from home practices for non-industrial staff.

At the beginning of 2020, the branch had 580 members, during 2023 this declined to a low of 420.

Although Prospect is the only union within the workplace that does not have a rep with 100% facilities time, Dan and David identified the reasons for the fall in membership and developed a proactive strategy to engage with members.

David and Dan sought feedback from the membership to establish expectations and identify areas where the branch needed to focus efforts and address gaps. The branch has now established standing members

meetings both online and face-to-face and identified the full range of engagement opportunities with the company (both legal and best practice). David is Chair of the Babcock Neurodiversity Network and has worked across the sector to demand diverse recruitment.

Dan and David are now, respectively, Chair and Vice-Chair of their branch.

The branch has grown to over 560 members and has increased the number of reps from five to twenty.



The branch has addressed challenges to the recruitment of graduate intakes, with this group now self-organising. The recruitment of graduates has also improved the young member and rep demographic.

SUL LEARNER OF THE YEAR AWARD



The recipient of the Scottish Union Learning Learner of the Year Award 2024 is RMT member Ross Henderson.



Ross joined Scotrail as a Customer Service apprentice just after lockdown ended in 2020. RMT participates in the Scotrail induction programme for new apprentices, ensuring they speak with new cohorts of workers, and support their introduction to the workplace.

Prior to induction, the Scotrail Early Careers Manager advised the RMT Learning Organiser that one of the apprentices had a hearing impairment. RMT organised a series of courses relative to the needs and demands of the new cohort of workers; this included a Deaf Awareness programme.

Out of a group of twelve apprentices Ross was the most proactive in all the courses and was impressed with the quality and delivery of the Deaf Awareness course.

The induction programme with fellow apprentices opened an avenue for Ross to develop his potential. Ross completed his apprenticeship and gained permanent employment with Scotrail working on the gate line in Aberdeen Station.

Through Scottish Union Learning, RMT organised a course to develop the skills of workers to enable their progression to achieve industry recognised qualification.

Ross applied for this course, and following successful completion, he undertook the Chartered Institute of Rail Operators (CIRO) Certificate course at Glasgow Caledonian University, which was paid for by Scotrail following RMT negotiations.

Throughout his learning journey Ross has demonstrated dedication to his place of work and his academic study. Ross has encouraged colleagues to participate in the workforce development opportunities organised by RMT.

STUC EQUALITY AWARD



This year, the STUC Equality Award is being presented to a group of reps. The recipients of the STUC Equality Award are Rachel Rogers, Kerry McCrone, and Seona Hart of the FBU.

All three sisters have been active in driving equality matters both within the FBU and with the Scottish Fire and Rescue Service (SFRS).

The Fire and Rescue Service in Scotland (and the UK) remains woefully under-representative of our communities.

The recipients have been at the forefront of campaigning to highlight this lack of diversity within SFRS and have been instrumental in developing a partnership working group with SFRS specifically to raise awareness and champion women firefighters' experiences and drive positive change. The Women's Experience Liaison Forum (WELF)

has developed a trusted relationship between women employees within SFRS in all roles. The WELF has



continued to address issues with safe-fitting PPE for women firefighters, challenged the SFRS on the lack of dignified facilities for all genders within many SFRS workplaces, and has been instrumental in pushing SFRS to recognise the FBU 'Fight for 52' campaign to deliver 52 weeks paid maternity leave for expectant mothers employed in firefighting roles.

Throughout 2020 there were a number of high-profile sexual harassment cases across the FBU. In response, Seona, Rachel and Kerry,

working with National Officials, Officials from across the UK, FBU staff and the FBU National Women's Committee established the FBU ASH group (Anti Sexual Harassment group). It is the work of this group that led the FBU to commission an anonymous climate survey that has subsequently led to the FBU Sexual Harassment Research Project, published in February 2024.

The work undertaken on this report demonstrates the FBU owning the fact that some members have been and are perpetrators, and sets out an initial action plan on how the union aims to address the findings.

Seona, Rachel and Kerry continue to work across the FBU and SFRS to advance equality within the union, within the workplaces, and within employment practices.

LIST OF DELGATES TO CONGRESS 2024

TRADE UNIONS

Aegis the Union

R Markham
*F Steele
(1 male / 1 female)

Associated Society of Locomotive Engineers and Firemen

J Baxter
C Connelly
*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
A Ehrlich
S Fevre
(2 male / 1 female)

Chartered Society of Physiotherapy

C Craig
*F MacKellar
M Tucker
(1 male / 2 female)

Communication Workers Union

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

Community

S Banks McGregor
A Carrigan
*S McGurk
A McJimpsey
R Mooney
(3 male / 2 female)

Educational Institute of Scotland

J Al-Azzawi
N Anderson
A Bamford
D Belsey
L Bishop
*A Bradley
S Brown
E Burns
J Chrystal
A Crosbie
G Cunningham
M Dolan
C Finlay
N Fisher
C Fleming
J Gillespie
A Harley
W Hearty
S Iddir
H Kilgour
P McEwan
S McNamara
S Quinn
M Smith
D Stantchev
L Stewart
N Uthmani
G Wilkie
N York
N Yusaf
(13 male / 17 female)

Equity

J Cameron Brown
L Carruthers
M Curran
N Gerson
K Miller
(0 male / 5 female)

FDA

F Eadie
D Johnston
E Kinloch
*A Sampson
(2 male / 2 female)

Fire Brigades Union

C Brown
S Hart
S Leroux
S MacRory
B Selby
*G Sproul
(5 male / 1 female)

GMB

K Buchanan
T Beattie
K Buchanan
T Carr-Pollock
B Carson
K Dennis
J Dolan
A Drylie
M Finn
L Gilmour
J Lennox
A Logan
B Miller
M Mulligan
T Richardson
C Robertson
T Robertson
R Steel

A Thompson
S Thomson
L Walker
M Will
J Wilson
(13 male / 9 female)

Hospital Consultants and Specialists Association

*P Donaldson
(1 male / 0 female)

Musicians' Union

C Baird
C Cooper
*B Lunn
C Sewell
(2 male / 2 female)

NASUWT

M Akoub
H Auld
S Brown
*M Corbett
L Gibson
T Lillis
K Raeburn
C Woods
(3 male / 5 female)

Nationwide Group Staff Union

*B Murphy
(1 male / 0 female)

National Union of Journalists

*S Barrow
A Coltart
C Landin
J Symons
(3 male / 1 female)

List of Delegates to Congress 2024

National Union of Mineworkers: Scotland

*N Wilson
(1 male / 0 female)

National Union of Rail, Maritime and Transport Workers

D Douglas
A Duncan
M Duncan
A Gordon
T Henderson
M Herbison
G Holmes
A Joss
R Kelbie
M Lamont
K Lyall
M Lynch
G Macivor
*G Martin
D Skilling
W Strang
I Trotter
(13 male / 4 female)

Nautilus International

*M Gray
H Meldrum
M Smyth
(2 male / 1 female)

Pharmacists' Defence Association

F Abiola
*P Flynn
M Hickey
S MacKinnon
(2 male / 2 female)

POA Scotland

J Cairney
E Cruse
J Devine
K Ewen
*P Fairlie
J McCabe
M Meikle
W Reid
(7 male / 1 female)

Professional Footballers Association Scotland

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

Prospect

A Black
D Connolly
J Crawford
G Cuthill
D Foote
J Fortune
A Gannon
N Geddie
G Graham
*R Hardy
B Harvey
D McGill
J Murray
S Ner
M Prickett-Collier
S Robertson
J Russell
D Scullion
C Stephens-Lee
P Wadley
(13 male / 6 female / 1 other)

Public & Commercial Services Union

C Boyd
*M Cavanagh
F Heathcote
R Henderson
J Jamieson
L McGachey
S McLean
S West
(3 male / 5 female)

The Royal College of Midwives

*J Lambert
A Sorby
(0 male / 2 female)

The Royal College of Podiatry

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

Scottish Artists Union

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

Society of Radiographers

A Ali
*F MacLeod
(0 male / 2 female)

Transport Salaried Staffs' Association

*M Hartley
S Lawrence
W Middleton
(2 male / 1 female)

Union of Shop, Distributive and Allied Workers

K Burr
H Clark
E Dennis
S Donaldson
*T Gilbert
J Jones
W Keogh
R Killin
P Laughland
P Lillis
A Marshall
D McCrossen
J McFadyen
L Murphy
L Oliver
J Todd
P Watson
A Will
L Willis
(10 male / 9 female)

UNISON Scotland

*B Aitchison
C Bradley
F Cairns
T Caleary
M Craig
W Docherty
M Ferguson
M Gaughan
S Graham
G Hepburn
M Houston
P Hunter
C Kane
S Low
L Macer
J Maguire
A McCabe
M McCarthy
D McDonald
F McDonald
L O'Hara
E O'Keefe
J Pickering
F Pollock
D Rankin

S Sim
S Smellie
L Thomson
(10 male / 18 female)

United Road Transport Union

*B Hart
P McKeivitt
(2 male / 0 female)

Unite the Union

M Alexander
S Blackburn
C Bowen
A Bradey
E Cairns
S Carpenter
E Cassidy
L Clarke
G Coltard
S Cox
J Cullinane
K Currie
E Dougall
P Doyle
S Doyle
H Gilfillan
J Gillespie
S Graham
A Green
G Haines
E Hope
P Hughes
M Jenkins
A Kennedy
S Lindsay
A McCready
D Mckenzie
B McTaggart
P Mooney
A Rafferty
B Robertson
D Smith
G Smith
S Stewart
P Stewart
*D Thomson
R Tobias
I Trench
S Walker
C Yeudall
C Young
(28 male / 13 female)

**University and College
Union Scotland**

G Buttars
D Chalmers
J Findlay
M Hersh
O Ilesanmi
T Jones
J Kermally
K Lorimer
M Mathison
J Mercer
C Morelli
*M Senior
M Winters
(6 male / 6 female / 1 non-binary)

TRADES COUNCILS

**Aberdeen Trades Union
Council**

*K Kennedy
K Ramsden
S Sutherland
(1 male / 2 female)

**Clydebank Trades Union
Council**

J Cassidy
N Hennebry
*T Morrison
(2 male / 1 female)

**Dumfries and Galloway
Trades Union Council**

*J Dennis
(1 male / 0 female)

**Dundee Trades Union
Council**

M Arnott
*S Fairweather
J Malone
(3 male / 0 female)

**East Ayrshire Trades
Union Council**

*A West
(1 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
C Rae
C Robertson
(1 male / 2 female)

Fife Trades Union Council

L Davis
*T Kirby
(1 male / 1 female)

**Glasgow Trades Union
Council**

T Donnelly
*J McCarey
(0 male / 2 female)

**Greenock and District
Trades Union Council**

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

**Irvine & North Ayrshire
Trades Union Council**

*T Dewar
(1 male / 0 female)

**Midlothian Trades Union
Council**

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

**Moray Trades Union
Council**

*D Blair
M Ross
(1 male / 1 female)

**North Lanarkshire Trades
Union Council**

*D Gilchrist
(1 male / 0 female)

**Paisley and District
Trades Union Council**

C Mack
*R Parker
W Paton
(3 male / 0 female)

**Thurso and Wick Trades
Union Council**

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

**West Lothian Trades
Union Council**

*A Irvine
(1 male / 0 female)

STUC CONFERENCES

Black Workers

T Ahmed
I hill
Z Hussain
K Mohammed
*R Sadiq
(2 male / 3 female)

Disabled Workers

M Boyd
*M Gilmurray
G McNeil
T Slaven
T Sneddon
(2 male / 3 female)

LGBT+ Workers

J Douglas
T Granger
N James
*C Reichle
S Wakelam-Munro

Young Workers

*S Duncan
C McCail
J Morris
(3 male / 0 female)

*** Denotes Leader of
Delegation**

EQUAL PAY

GMB

SCOTLAND

JOB TITLES DON'T HAVE TO BE THE SAME EQUAL VALUE STILL MERITS A CLAIM

GMB Scotland Welcoming Delegates to the 127th STUC Annual Congress

Louise Gilmour
GMB Scotland Secretary

Jim Lennox
GMB Scotland President

MAKE WORK BETTER

 /GMBScotland

 @GMBScotOrg

 @GMB_Scotland

Make Work Pay

**With Labour, you'll get a fair day's pay
for a fair day's work.**

Our New Deal for Working People will mean better job security, and create a Britain that works for working people.

WHAT LABOUR WILL DO:

- Ban zero-hour contracts
- End fire and rehire
- Strengthen sick pay and extend to low-paid workers
- Give you stronger, properly enforced, rights at work
- Ensure a genuine living wage

 **Scottish Labour**



AFFILIATED

ORGANISATIONS



TRADE UNIONS

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 & Firemen (ASLEF)

General Secretary – Mick Whelan

75 - 77 St John Street, London EC1M 4NN
Tel: 020 7324 2400
Email: info@aslef.org.uk

District Organiser – Kevin Lindsay

Tel: 07789 276746
Email: klindsay@aslef.org.uk
Web: www.aslef.org.uk

Association of Educational Psychologists

General Secretary – Cath Lowther

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 & 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
Email: mark.mchugh@bfawu.org
Web: www.bfawu.org

BALPA

General Secretary – Amy Leversidge

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

British Dietetic Association (BDA)

General Secretary – Elizabeth Stockley

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

British & Irish 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

General Secretary – Jon Cowman

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,
Glasgow G3 8UE

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Email: scotlandregion@cwu.org

Web: www.cwu.org

Community

General Secretary – Roy Rickhuss

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Email: help@community-tu.org

Regional Secretary Scotland – Steve Farrell

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Email: scotland@community-tu.org

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Educational Institute of Scotland (EIS)

General Secretary – Andrea Bradley

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Equity

General Secretary – Paul Fleming

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FDA

General Secretary – Dave Penman

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Web: www.fda.org.uk

Fire Brigades Union

General Secretary – Matt Wrack

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Surrey KT2 7AE

Tel: 020 8541 1765

office@fbu.org.uk

Web: www.fbu.org.uk

Regional Secretary – John McKenzie

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Email: region01@fbu.org.uk

Web: www.fbuscotland.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 5570

membership@theMU.org.uk

Regional Organiser Scotland & Northern Ireland – Caroline Sewell

8 Landressy Street, Glasgow, G40 1BP

Tel: 0141 341 2960

Email: Glasgow@theMU.org

Web: www.musiciansunion.org.uk



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

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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 Organiser for Scotland - Nicholas McGowan-Lowe

2nd Floor Suite 2.2, 177-179 West George Street, Glasgow G2 2LB

Tel: 020 7843 3610

Email: nickml@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 Organisers – Gordon Martin,

Michael Hogg & Ann Joss

180 Hope Street, Glasgow G2 2UE

Tel: 01224 582 688

Email: l.dobbin@rmt.org.uk

Web: www.rmt.org.uk

Nationwide Group Staff Union (NGSU)

General Secretary – Emma Clay

Middleton Farmhouse, 37 Main Road, Middleton, Cheney OX17 2QT

Individual Cases Officer – Barry Murphy

17 Earn Grove, Dunfermline KY11 4LL

Tel: 01295 710 767

Email: ngsu@ngsu.org.uk

Web: ngsu.org.uk

Nautilus International

General Secretary – Anthony Mark Dickinson

Nautilus House, Mariners' Park, Wallasey,

Merseyside CH45 7PH

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Email: gelliot@Nautilusint.org

Web: www.nautilusint.org

NUM (Scotland Area)

President / General Secretary – Nicolas Wilson

Scottish Mining Welfare Trust, Blair Castle,

Culross, Fife KY12 8JW

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Email: nicky@numscotland.org.uk

Web: www.num.org.uk

Pharmacists' Defence Association (PDA)

General Secretary – Mark Pitt

National Officer – Paul Flynn

Old Fire Station, 69 Albion Street, Birmingham B1 3EA

Tel: 0121 694 7000

Email: enquiries@the-pda.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

Tel: 0131 443 8105

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

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Web: www.pfascotland.co.uk

Prospect

General Secretary – Mike Clancy

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Tel: 020 7902 2279

Email: amanda.morris@prospect.org.uk

National Secretary – Richard Hardy

Suite G1, Cairncross House, 25 Union Street, Edinburgh EH1 3LR

Tel: 0131 558 5288

Email: richard.hardy@prospect.org.uk

Web: www.prospect.org.uk

Public & Commercial Services Union (PCS)

General Secretary – Fran Heathcote

160 Falcon Road, London SW11 2LN

Tel: 020 7924 2727

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 - Jane Pritchard

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

Tel: 020 7234 8620

Email: employmentsupport@rcpod.org.uk

Employment Relations Officer (Scotland & NI) - Graham Pirie

Tel: 020 7234 8649

Email: graham.pirie@rcpod.org.uk

Web: www.rcpod.org.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: info@rcm.org.uk

Web: www.rcm.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 Society of Playwrights

Co-Chairs – Peter Arnott & Linda Duncan McLaughlin

CCA, 350 Sauchiehall Street, Glasgow G2 3JD

Tel: 07877086599

Email: scottishsocietyofplaywrights@gmail.com

Web: www.scottishsocietyofplaywrights.co.uk

The Society of Authors

General Secretary – Anna Ganley

Email: info@societyofauthors.org

Senior Policy & Liaison Manager for Scotland – Heather Parry

Email: hparry@societyofauthors.org

24 Bedford Row, London WC1R 4EH

Tel: 020 3880 2230

Web: www2.societyofauthors.org

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

Email: yvonnnes@sor.org

Web: www.sor.org

Transport Salaried Staffs' Association (TSSA)

General Secretary – Maryam Eslamdoust

16-17 Walkden House, 16-17 Devonshire Square, London EC2M 4SQ

Tel: 020 7387 2101

Scottish Office, 180 Hope Street, Glasgow G2 2UE

Tel: 0141 332 4698

Email: supportservices@tssa.org.uk

Web: www.tssa.org.uk

Union of Shop, Distributive & 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: c.mcanea@unison.co.uk

Tel: 0800 085 7857

Web: www.unison.org.uk

Scottish Secretary – Lilian Macer

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

Tel: 0141 342 2816

Email: l.macer@unison.co.uk

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

Scottish Secretary – Derek Thomson

John Smith House, 145-165 West Regent Street,
Glasgow G2 4RZ
Tel: 0141 404 5424
Email: derek.thomson@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.gallaher@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 & College Union

General Secretary - 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
Email: admin@writersguild.org.uk

Scotland Chair – Suzy Enoch

Email: scotland@writersguild.org.uk
Web: www.writersguild.org.uk

TRADES UNION COUNCILS

Aberdeen

John Singer

22a Adelphi, Aberdeen AB11 5BL
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Email: secretary@atuc.org.uk
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Clydebank

Thomas Morrison

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Dumfries & Galloway

John Dennis

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Dundee

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East Ayrshire

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Email: arthurwest7@hotmail.co.uk

East Kilbride & South Lanarkshire

Hazel Marshall

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Edinburgh

Des Loughney

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Falkirk

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Fife

Tam Kirby

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Glasgow

Patricia Donnelly

c/o STUC, 8 Landressy Street, Bridgeton,
Glasgow G40 1BP

Tel: 07900 318380

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Greenock & District

Edward Macdonald

44 Davaar Road, Greenock, Inverclyde PA16 0RD

Tel: 07984 517519

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etadmin@gconnect.com

Irvine & North Ayrshire

Acting Secretary – Arthur West

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Midlothian

Rab Paterson

34 DeQuincey Road, Lasswade,

Midlothian EH18 1DG

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Moray

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North Lanarkshire

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Paisley & District

Robert Parker

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Thurso & Wick

John Deighan

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West Lothian

Neil Findlay

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West Lothian EH47 9EP

Tel: 07881 512341

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GENERAL COUNCIL

MEETINGS

General Council Member	Possible Attendance	Actual Attendance	General Council Member	Possible Attendance	Actual Attendance
Mike Arnott	6	6	Ewing Hope	6	4
Lilian Macer	6	4	Peter Hunter	6	3
Mary Senior	6	4	Tracey Gilbert	6	5
Brenda Aitchison	6	4	Gordon Martin	6	2
Mary Alexander	6	3	Jennifer McCarey	6	3
Cat Boyd	6	5	Satnam Ner	6	4
Andrea Bradley	6	4	Susan Quinn	6	6
Mike Corbett	6	6	Pat Rafferty**	1	1
John Dolan	6	5	Pauline Rourke	6	6
Susan Donaldson	6	6	Seamus Searson**	5	4
Elaine Dougall	2	1	Tony Slaven	6	4
Jenny Douglas	6	4	Isabella Sutherland	6	0
Annette Drylie	6	3	Derek Thomson*	5	5
Nicola Fisher	6	6	Stewart Wakelam-Munro	6	2
Natasha Gerson	6	1	Josh Morris	6	2
John Gillespie	6	5	Gus Sproul	6	4
Louise Gilmour	6	4	Ben Lunn	6	5
Margaret Gilmurray	6	1			
Richard Hardy	6	6			
layla-roxanne hill	6	6			

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



CONTACT THE

STUC

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 - Equality Policy Officer
 Karina Liptrot - Campaigns & Communications Officer (Unions into Schools)
 Sean McLaughlan - Campaigns & Communications Officer
 Francis Stuart - Senior Policy Officer
 Tam Wilson - Just Transition/Young Workers Officer
 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
 Terry Anderson - Community & Union Development Officer/ Support@Work Manager
 Wendy Burton - Scottish Union Learning (SUL) Director
 Craig Finnie - SUL Development Officer (H&I)
 Tommy Breslin - SUL Senior Development Officer
 Catherine Garvie - SUL Senior Development Officer
 Fiona Cormack - SUL Admin & Funding Assistant (H&I)
 Catherine Macdonald - SUL Funding Officer
 Alison Raymond - SUL Admin & Funding Assistant
 Zoe McKeown - SUL Information Officer
 Natalie Price - SUL Project Officer

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 smclean
 dsongoro
 rthomson
 kliptrot
 smclaughlan
 fstuart
 twilson
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 seden
 jmcintosh
 sscott
 dschirn
 lireland
 dchristie
 rmorrison
 tanderson
 wburton
 cfinnie
 tbreslin
 cgarvie
 fcormack
 cmacdonald
 araymond
 zmckeown
 nprice

STUC AFFILIATES BY



SECTION &

MEMBERSHIP

The following Trades Unions (43) and Trades Union Councils (19) have affiliated to the Scottish Trades Union Congress for the year 2024/25.

The total affiliated membership is **546,869**.

SECTION A	Members	% Women Members
Accord	4,050	67%
Aegis the Union	903	60%
Associated Society of Locomotive Engineers and Firemen	1,965	5.6%
Bakers, Food and Allied Workers' Union	375	25.6%
BALPA	191	9.95%
Community	2,460	33.2%
Equity	2,607	52%
GMB	50,800	51.2%
Musicians' Union	2,580	35.23%
National Association of Racing Staff	328	64.63%
National Union of Journalists	1,557	40%
National Union of Rail, Maritime and Transport Workers	10,074	14.53%
Nationwide Group Staff Union	435	60%
Nautilus International	2,678	4.5%
National Union of Mine Workers (Scotland Area)	25	0%
Pharmacists' Defence Association	2,873	71%
Professional Footballers Association Scotland	1,620	11.2%
Scottish Artists Union	2,300	33%
Scottish Society of Playwrights	180	53%
Society of Authors	1,003	51%
Transport Salaried Staffs' Association	1,541	31%
Union of Shop, Distributive and Allied Workers	37,700	53%
Unite the Union	136,000	
United Road Transport Union	501	6.2%
Writers Guild of Great Britain	160	46%

SECTION B

	Members	% Women Members
Association of Educational Psychologists	37	95%
British and Irish Orthoptic Society	9	88%
The British Dietetic Association	1,005	93.6%
Chartered Society of Physiotherapy	3,900	89.7%
Communication Workers' Union	14,372	18.97%
Educational Institute of Scotland	57,524	77.5%
FDA	1,972	60%
Fire Brigades Union	4,665	7.99%
Hospital Consultants and Specialists Association	139	34%
NASUWT	6,967	74%
Prison Officers' Association Scotland	3,712	38.06%
Prospect	15,932	32.9%
Public and Commercial Services Union	26,088	58%
Royal College of Podiatry	1,216	90%
The Royal College of Midwives	3,999	95.2%
The Society of Radiographers	2,704	85%
UNISON	127,984	72%
University and College Union Scotland	9,738	50%

SECTION C: TRADES COUNCILS

Aberdeen Trades Union Council	Greenock & District Trades Union Council
Clydebank 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
Glasgow Trades Union Council	

OBITUARY



Jim Aitken	Unite the Union
Robert Bain	Communication Workers' Union
Hugh Bell	Communication Workers' Union
Alex Bennett	National Union of Mineworkers: Scotland Area
Mona Clark	University & College Union
Joe Di Paola	UNISON
Gerry Doherty	TSSA
Jimmy Farrelly	TGWU / Unite the Union
Harry Frew	UCATT & former STUC President
Bob Gillespie	Society of Graphical & Allied Trades
Robert Hartnet	University & College Union
John Keenan	Unite the Union, South Lanarkshire & East Kilbride Trades Union Council, former STUC President & STUC Disabled Workers' Committee member
Elinor McKenzie	Scottish Pensioners' Forum
Ann Robertson (Hibberd)	Communication Workers' Union
Ronnie Swinton	Dundee Trades Union Council & Unite the Union
Bill Thorburn	UNISON
Duncan Walker	GMB & former General Council member
Ronnie Webster	Aberdeen Trades Union Council & former STUC President
Phil Welsh	UNISON & Dundee Trades Union Council
Colin Westwood	AEU & Dundee Trades Union Council
Georgina Hawkes	GMB
Patrick Hughes	GMB
William Watt	GMB

STUC PAST

Congress 2024
Dundee

PRESIDENTS

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) | 2000 | Matt Smith (UNISON) |
| 1980 | Bill Dougan (A.S.B.S.B.S.W.) | 2001 | Liz Elkind (Edinburgh Trades Union Council) |
| 1981 | Jimmy Morrell (General & Municipal Workers Union) | 2002 | David Bleiman (Association of University Teachers: Scotland) |
| 1982 | John D Pollock (EIS) | 2003 | Pauline Frazer (AEEU) |
| 1983 | Andy Barr (National Union of Railwaymen) | 2004 | Sandy Boyle (UNIFI (Banking Union)) |
| 1984 | John Langan (ASTMS) | 2005 | Anne Douglas (PROSPECT) |
| 1985 | Tom Dougan (A.U.E.W:E.F.C.) | 2006 | John Keenan (South Lanarkshire and East Kilbride TUC) |
| 1986 | Hugh Wyper (T&GWU) | 2007 | Katrina Purcell (UNISON) |
| 1987 | Ron Curran (National Union of Public Employees) | 2008 | Phil McGarry (RMT) |
| 1988 | Charles Gallacher (NALGO) | 2009 | Fiona Farmer (Unite) |
| 1989 | Ronnie Webster (Aberdeen Trades Council) | 2010 | Martin Keenan (Communication Workers' Union) |
| 1990 | George Bolton (National Union of Mineworkers: Scottish Area) | 2011 | Joy Dunn (PCS) |
| 1991 | Clive Lewis (Iron and Steel Trades Confederation) | 2012 | Mike Kirby (UNISON) |
| 1992 | Jane McKay (Glasgow Trades Council) | 2013 | Agnes Tolmie (Unite) |
| 1993 | Chris Binks (Confederation of Health Service Employees) | 2014 | Harry Frew (UCATT) |
| 1994 | Harry McLevy (Amalgamated Engineering & Electrical Union) | 2015 | June Minnery (GMB Scotland) |
| 1995 | Willie Queen (Transport and General Workers Union) | 2016 | Lawrence Wason (USDAW) |
| 1996 | Pat McCormick (USDAW) | 2017 | Helen Connor (EIS) |
| 1997 | Mary Harrison (GMB Scotland) | 2018 | Satnam Ner (Prospect) |
| 1998 | Pat Kelly (National Union of Civil & Public Servants) | 2019 | Lynn Henderson (PCS) |
| 1999 | Anne Middleton (UNISON) | 2020 | Jackson Cullinane (Unite the Union) |
| | | 2021 | Mary Senior (University and College Union) |
| | | 2022 | Pat Rafferty (Unite) |
| | | 2023 | Pauline Rourke (CWU) |



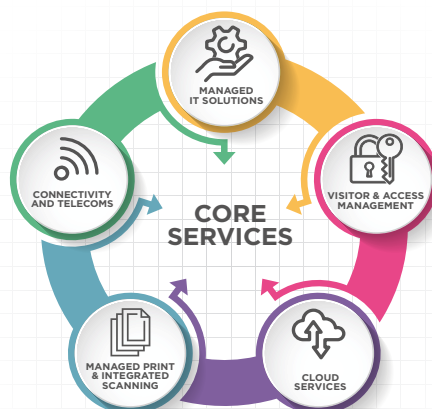
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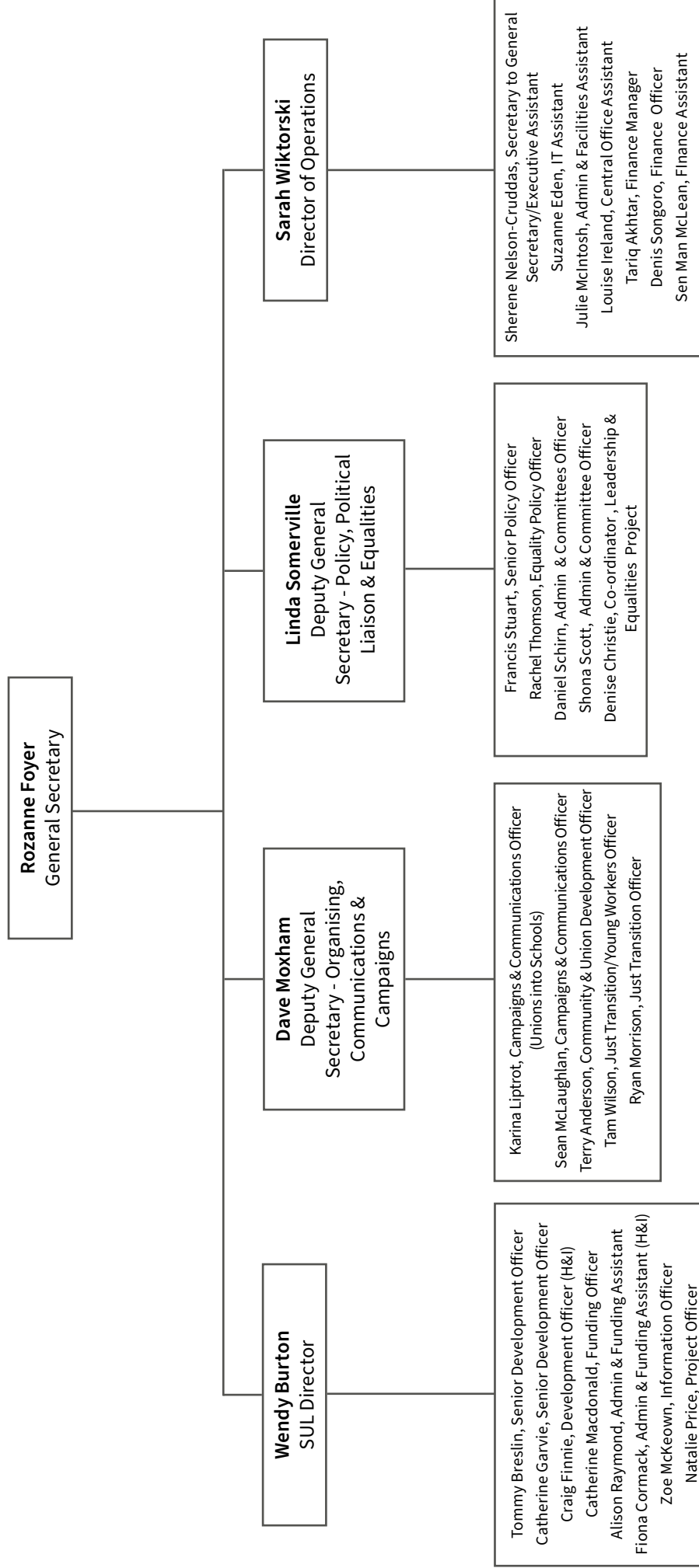
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EXTERNAL

ORGANISATIONS



Apprenticeship Approvals Group	Tommy Breslin, STUC
Ayrshire Community Wealth Building Advisory Group	Rozanne Foyer, STUC
Close the Gaps Advisory Research Group on Disabled Women's Experiences of Employment	Sonia Allori, Musician's Union
Early Learning and Childcare Workforce Project Board	Linda Somerville, STUC
Fair Work Convention Board	Rozanne Foyer, STUC Mary Alexander, Unite the Union Lillian Macer, UNISON Tracey Gilbert, Usdaw Satnam Ner, Prospect
Gender Pay Gap Working Group	Francis Stuart, STUC
Glasgow Building Preservation Trust Board	Scott Donohue, UNISON
Just Transition Commission	Elaine Dougall, Unite the Union Richard Hardy, Prospect Jake Molloy, RMT
Learning Link Scotland Board	Wendy Burton, STUC
Maternity Action UK	Ann Will, STUC Women's Committee
Ministerial Partnership Action for Continuing Employment (PACE) Partnership	Wendy Burton, STUC
National Strategic Forum for Adult Learning	Wendy Burton, STUC
National Transport Accessibility Steering Group	Margaret Anslow, Unite the Union
North Sea Transition Implementation Group	John Boland, Unite the Union
Oil and Gas Energy Transition Industry Leadership Group	Rozanne Foyer, STUC Jake Molloy, RMT
Oil and Gas Industry Leadership Group and Maximising Economic Recovery Forum	Jake Molloy, RMT
The Open University/Union Learn Steering Group	Tommy Breslin, STUC
Partnership Action for Continuing Employment (PACE) Glasgow Partnership	Tommy Breslin, STUC
Partnership for Health and Safety in Scotland (PHASS)	Dave Moxham, STUC Scot Walker, Unite the Union Lilian Macer, UNISON
Police Scotland Break the Race Ceiling Advisory Group	Sara Medel Jinénez, NASUWT
Project Ability Board	Wendy Burton, STUC
Renewable Energy Strategic Leadership Group	Dave Moxham, STUC
Scottish Apprenticeship Advisory Board (SAAB) Employer Engagement Group	Craig Finnie, STUC
Scottish Apprenticeship Advisory Board (SAAB) Equalities Group	Linda Somerville, STUC
Scottish Apprenticeship Advisory Board (SAAB) Standards and Frameworks Group	Tommy Breslin, STUC
Scottish Credit and Qualifications Framework (SCQF) Forum	Wendy Burton, STUC
Prosper Board (Previously SCDI)	Rozanne Foyer, STUC
Skills Development Scotland (SDS), Climate Emergency Skills Action Plan Group	Jake Molloy, RMT

Skills Development Scotland (SDS) Engineering Skills Leadership Group	Tommy Breslin, STUC
Board of Scottish Rail Holdings Ltd	Rozanne Foyer, STUC
National Strategy for Economic Transformation Delivery Board	Rozanne Foyer, STUC
Scottish Energy Advisory Board	Rozanne Foyer, STUC
Scottish Government Youth Guarantee Working Group	Dave Moxham, STUC
Scottish Government Wellbeing Economy Expert Advisory Group	Rozanne Foyer, STUC
Scottish Government Tax Advisory Group	Dave Moxham, STUC
Scottish Government Fairer & More Equal Society Programme Board	Rozanne Foyer, STUC
Scottish Government Fair Work Oversight Group	Dave Moxham, STUC
Scottish Parliament Cross Party Group on Women Against State Pension Inequality	Joyce Stevenson, CWU Fiona Steele, Aegis
Scottish Poverty Alliance	Dave Moxham, STUC
Scottish Procurement Supply Group	Dave Moxham, STUC
Strategic Labour Market Group	Francis Stuart, STUC Peter Hunter, UNISON
Scottish Government Cyber Resilience Learning Network	Catherine Garvie, STUC
Scottish Government National Numeracy Practitioners Network	Catherine Garvie, STUC
Scottish Qualifications Authority (SQA) Qualification Development Team	Catherine Garvie, STUC
Scottish Qualifications Authority (SQA) Strategic Sector Panel for Computing	Catherine Garvie, STUC
South of Scotland - Shadow Workers' Interest Committee	Andy Macfarlane, Unite the Union
Time for Inclusive Education (TIE) Campaign Group	Linda Somerville, STUC
Zero Waste Scotland SWITCH (Scottish Waste Industry Training, Competency, Health & Safety) Forum	Catherine Garvie, STUC

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