



# STUC CONGRESS 2025 PROGRAMME & GENERAL COUNCIL REPORT

MONDAY 28<sup>TH</sup> - WEDNESDAY 30<sup>TH</sup> APRIL 2025  
CAIRD HALL, DUNDEE

# Public services: the heart of a fairer Scotland



UNISON is *the* public services union - our members work in education, social care, local government, the NHS, police services, water and energy.

## Invest in public services to end poverty.

Public services keep our communities safe, clean and improve our well-being. They provide opportunities and safety nets to those who need it most.

Over a million people in Scotland live in poverty, 500,000 in deep poverty, 240,000 are children. These shameful figures have changed little in over a decade.

Poverty in Scotland will not end unless we invest in our public services. Services in crisis must become services which support people in crisis.

It's essential that we invest to support our most vulnerable and public services should be at the heart of our drive to tackle poverty.

Public services are by people for people and we need to invest in staff - they are the beating heart of public services, and essential to ending poverty.



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## SECTION 01

# WELCOME TO CONGRESS



**“Those promises of fairer pay, improved working rights, and better public services, must become reality – and fast.”**

# General Secretary's Introduction



**BUILDING  
ON THE  
NEW DEAL  
FOR WORKERS**

As our movement gathers once again in Dundee, we're meeting at a time when both the opportunities and the challenges facing us loom large, but we know that the best answer to meeting those challenges and those opportunities depends on us building a strong trade union movement that is active both in Scotland's workplaces and in our communities. Hence our theme for this year - Building on the New Deal for Workers.

Welcome to the 128th Annual STUC Congress.

Let me begin by thanking you - as together your hard work helped to kick the disastrous UK Tory Government out of power.

Now, just like in Scotland, the UK Government that is making the decisions on how to rebuild our country, is one that actually engages with workers, one that gives workers a voice, and a seat at the tables of power.

But although the Tories may be gone, their wreckage remains and now Labour needs to get on with the business of delivering for workers on the ground, and do so without delay.

While similarly, after 18 years in power, the SNP can no longer simply blame Tory austerity for the lack of progress they have been able to make in building their vision of a 'wellbeing' economy.

The people of Scotland are watching, they voted for change, and now they expect action. Those promises of fairer pay, improved working rights, and better public services, must become their reality - and fast.

Scotland's people can't afford more of the same. They've seen enough of tired and timid governing. They know it hasn't improved their lives.

That's why we look forward to the UK Government delivering in full, the transformative package of workers' rights, promised in the New Deal.

These are not mere policy pledges - they are the hard-fought, hard-won rights, crucial to building a strong trade union movement. Our new employment rights bill must end exploitative contracts, strengthen collective bargaining, give greater access to unions in the workplace, and really put power back where it belongs: in the hands of working people.

So too is making work pay a necessity. Labour's minimum wage rises and honouring of public sector pay recommendations, are welcome, and we will see the benefits come through in Scotland's budgets. But this needs to be just the beginning, as our hard-working members are still playing wage catch-up, and still battling a cost of living crisis.

And that support for public services is needed now more than ever.



After decades of Tory austerity, and years of under investment from the Scottish Government, we face waiting lists at record levels.

A&E waiting times dangerously high, and NHS staff are at breaking point. While across local government we've seen asset stripping on a grand scale, cuts to teacher posts across Scotland, and record numbers of jobs and services for our most vulnerable disappear.

So going forward we need to see a positive vision for Scotland's public services, one based on long-term investment, and joined up, practical thinking, without being corrupted by the short-term fixes, offered by the profiteers.

A prime example of that profiteering lives on in our care sector, where so many broken promises from Scottish Government, have damaged trust and hope for workers, and service users alike.

The now abandoned National Care Service, was supposed to build a service fit for workers, fit for patients, and fit for families. It turns out the only thing it was fit for was the scrap heap. The Scottish Government's last plan was the wrong plan. But change is still required, so we need to build the right plan.

Workers need a system that values them, with decent wages, and fair conditions. That's why unions continue to demand at least £15 per hour, and collective bargaining for all social care workers, as well as a system that removes the profiteers in care.

And the same goes for public transport, we must ensure that all public transport is affordable, reliable, and actually serves the people, by being fully in public control.

These are our essential services. They should not be reduced to a commercial enterprise, for the rich to get richer, at our expense. These are our movement's demands, and these should be our Government's aims.

And when it comes to services as essential as our energy, progressive governments must take a stand—against billionaires who treat workers as disposable, against the corporations that profit while communities suffer, and for a just transition that protects jobs, industries, and livelihoods.

That means our Governments taking greater control over our key industries; it means taking stakes in new infrastructure projects whenever public money is used, it means public ownership of our energy systems, and it means doing whatever it takes to make energy bills more affordable, right now, for ordinary working people.

There has never been a more important time for our governments to stand up, without fear, to those who retain power and wealth at the expense of the many.

We want to see bold actions to tax wealth, using the full powers of both the UK and the Scottish Parliament to ensure those who have billions accrued in land, property and assets pay their fair share. They need to face the fact, that we will never achieve social justice for ordinary people, without fairer taxation of those with the most wealth.

And we must see that justice delivered, not only here but also abroad. Internationally, yes we need our government to stand strong with the people of Ukraine and resist any US / Russian carve up of their nation. But we also need to stand strong with the people of Palestine and work for a lasting peace, based on our movement's long held principle, of a two-state solution.

Our UK Government should be flooding Palestine with aid, ensuring relief reaches those who need it most and working pro-actively with the international community to hold all those who committed atrocities, accountable for their crimes. Justice must be served on all sides, and peace must be pursued with urgency and resolve.

And it is with that urgency that I must warn you, we are in the fight of our lives here too. The absence of ambition and

**“It's the duty of our movement, and all progressive parties, to stand strong against the hatred and division of the right. Our role is to unify, not divide. To sow the seeds of hope and compassion, not contempt and fear.”**



action from successive governments, is creating a vacuum in our communities - a space that right-wing forces like Reform are eagerly filling. Forces being emboldened daily by the increasingly outrageous Trump/ Musk alliance in the US.

If our Scottish and UK Government's don't deliver for working people, it's becoming clear that voters will seek answers elsewhere.

The far right are making gains, because they address how people are actually feeling, exploited, undervalued, and with their trust in our traditional parties, broken by years of unkept promises. So Government needs to break that cycle, and deliver fast, on improving living standards across Scotland's working class communities.

It's the duty of our movement, and all progressive parties, to stand strong against the hatred and division of the right. Our role is to unify, not divide. To sow the seeds of hope and compassion, not contempt and fear. In practical terms that means creating a welcoming space, for everyone in our society, whether they be immigrants, or trans men and women. The extreme right like to talk about a war on woke.

But we must all wake up and realise that the greatest defence we have against the rise of fascism, is a labour movement that is strong, that is united, unrelenting and uncompromising, in delivering for the people who need it most.

This is the task that lies ahead of us but if we work together, we will surely prevail, because when the workers are united, we are more powerful than we can dare to imagine.

Enjoy Congress 2025!

Rozanne Foyer  
STUC General Secretary

**BUILDING  
ON THE  
NEW DEAL  
FOR WORKERS**

# This Year's President



Lilian Macer is UNISON's Scottish Secretary.

She was UNISON Scottish Convenor for over 13 years, and a UNISON branch officer for over 20 years, dealing with a range of collective issues across the NHS.

Lilian has led many UNISON and STUC delegations in the UK and internationally.

She was a member of the Fair Work Convention and co-chaired the conventions report into Social Care in 2019 which was the catalyst for the Feeley Report into Social Care.

She was a national negotiator in Scottish Terms and Conditions Committee and co-chaired the strategic Scottish Partnership Forum. Lilian was an Employee Director for NHS Lanarkshire.

Lilian started her career as a caterer in NHS Lanarkshire in 1980s, training to be a cook and eventually becoming a projects manager in 2008.

Lilian went on to get degrees in Health & Safety and Human Resource Management from Caledonian University.

# Guide to Congress 2025

This section provides delegates with useful information relating to Congress 2025.

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.



## Sessions of Congress

<b>Mon 28th April:</b>	10.30am - 12.00pm
	2.00pm - 5.30pm
<b>Tue 29th April:</b>	9.00am - 12.30pm
	2.00pm - 5.30pm
<b>Wed 30th April:</b>	9.00am - 12.30pm
	2.00pm - 4.00pm

## 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.

## 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.

Karen Dennis, GMB  
Mark Fleming, Educational Institute of Scotland  
David Foote, Prospect  
Stuart Graham, Unison  
Alex Kennedy, Unite  
Laura McLean, Union of Shop, Distributive & Allied Workers  
Sharon McLean, Public & Commercial Services Union

*It is recommended that Stuart Graham act as Chair of the Tellers.*

## Evaluation & Equality Monitoring

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.

All delegates will also receive a link to the Equality Monitoring Survey. It 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

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. Only visitors who have a relevant pass will be permitted entry.

## 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 & Fire Safety

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

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.

## 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.

## Mobile Phones

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

**BUILDING  
ON THE  
NEW DEAL  
FOR WORKERS**



## 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 comfort 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 28th 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 in the relevant section of the Order of 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 not be a ballot.

## 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.



# Organising Scotland's Teachers & Lecturers

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](http://www.eis.org.uk)



## PCS Scotland organising for fair pay and fair work

**Fran Heathcote:** General Secretary  
**Martin Cavanagh:** National President  
**Ruby Gibson:** National Officer

**PCS Sends greetings to all delegates attending the 128th Annual Congress of the STUC**

# GREETINGS TO STUC DELEGATES



[www.rmt.org.uk](http://www.rmt.org.uk)

**General Secretary: Eddie Dempsey**

**President: George Welch**

**U USDAW**

Retail at the  
♥ of our  
communities

**General Secretary:** Paddy Lillis **President:** Jane Jones  
**Regional Secretary:** Tony Doonan  
**Usdaw:** 2 Rutherglen Links, Glasgow G73 1DF

**U USDAW**

As the trade union for retail workers, Usdaw represents hundreds of thousands of workers across the UK retail sector. We continue to make a crucial difference for retail workers by delivering better jobs and better terms and conditions within the sector.

#### Usdaw is campaigning for:

- A New Deal for Workers.
- Retail to be at the heart of the UK's Industrial Strategy and Plan for Growth. See our report which details how retail jobs can be better jobs and help our communities to prosper: [www.usdaw.org.uk/RetailStrategy](http://www.usdaw.org.uk/RetailStrategy)
- An end to abuse, threats and violence towards retail workers.



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



UsdawUnion



# BUILDING UNION POWER

TO WIN FOR WORKERS



## UNITE SCOTLAND WELCOME DELEGATES TO THE STUC CONGRESS

*Fighting for* **JOBS • PAY • CONDITIONS**

**Derek Thomson**, Scottish Secretary  
**John Gillespie**, Scottish Executive Chair



[www.unitetheunion.org](http://www.unitetheunion.org)



[@UniteScotland](https://www.facebook.com/UniteScotland)



[@unitescotland](https://twitter.com/unitescotland)



[@uniteunionscotland](https://www.instagram.com/uniteunionscotland)



# Fringe Meetings

**Monday 28th April  
12.30pm**

## NEXT STOP

**BUILDING A TRANSPORT SYSTEM  
FIT FOR THE FUTURE**

STUC TRANSPORT FRINGE EVENT - LUNCH PROVIDED

**stuc**



Join our fringe event as we launch the new STUC research into bus ownership and bring together union leaders and transport campaigners to discuss how we can build a transport system that works for workers, passengers and the planet.

**Monday 28 April  
12:30 - 2:00  
Committee Room 1**

## SOLIDARITY WITH UKRAINE

Lunchtime fringe event with guest speakers including:

- Ivanna Khrapko, youth officer of the Ukrainian trade union federation FPU (via video link from Kyiv)
- Stephen Smellie, UNISON NEC
- Ross Greer MSP, Scottish Green Party
- John Dennis, Dumfries & Galloway TUC
- Chaired by Davena Rankin, UNISON NEC
- More to be confirmed

*As Trump throws Ukrainians under the bus, come to our fringe event to hear the latest from Ukraine and how trade unions can help.*

**Committee Room 2  
Monday 28th April, 12.30pm  
Lunch and refreshments provided  
More info: [ukrainesolidarity.scot](http://ukrainesolidarity.scot)**



**GMB**

**SCOTLAND**

**WORKERS**

**POWER**

**THE FUTURE**

The 'Just Transition' is failing Scotland's workers. Warm words from politicians have not created the energy jobs of the future. If the transition is to meet net zero, and deliver jobs, prosperity & security, then we don't need more bans, but plans which put workers front and centre of the changes made to their industries and communities.

Join GMB Scotland reps from across the energy sector to hear about the steps needed to secure our energy future.

**12:30 pm - Monday 28 April**

**Committee Room 3, City Chambers  
(accessed via the Caird Hall)**

**Lunch will be provided**



**Monday 28th April  
5.30pm**

**IER**  
Institute of  
Employment  
Rights

THE  
TRADE UNION  
CO-ORDINATING  
GROUP

**Monday 28 April**

**5:30pm–6:45pm**

Committee Room 1  
City Chambers (via Caird Hall)

**REFRESHMENTS PROVIDED**

## **STUC fringe meeting:**

*Will the Employment Rights Bill  
deliver the change workers need?*

with

**Eddie Dempsey** (RMT General Secretary)

**Prof. Ruth Dukes** (University of Glasgow)

**Fran Heathcote** (PCS General Secretary)

**Sarah Woolley** (BFAWU General Secretary)

and others

## Fringe meeting

Monday, 28 April at 5.30pm

City Chambers

Committee Room 2

**TUC** Education



## Developing skills for ULRs

TUC Education and Scottish Union Learning

# TRADE UNIONS AGAINST RACISM

**Monday  
28 April,  
5.30pm**

**Committee  
Room 3**

Speakers include:

**Kadi Johnson**  
justice campaigner &  
Sheku Bayoh's sister

**Cheral Govind**  
STUC Black Workers'  
Committee

• Stopping the  
far-right in our  
communities  
and workplaces

• Demanding justice  
for Sheku Bayoh

**STAND UP  
TO RACISM  
FRINGE  
MEETING**



Kadi Johnson



The launch of a new book **KEEP LEFT** *Red Paper on Scotland 2025*  
marking the 50<sup>th</sup> anniversary of the original *Red Paper on Scotland*.  
Monday 28 April 17.45 – 19.00 Holiday Inn Express with Roz Foyer

Space is very limited. Please email [paulinebryanuk@yahoo.co.uk](mailto:paulinebryanuk@yahoo.co.uk) for a ticket.  
Copies of the book will be available at Congress.

The launch is sponsored by Unite West of Scotland Education Branch

**Tuesday 29th April  
12.30pm**



# FRINGE EVENT

**STUC CONGRESS 2025  
DUNDEE, CAIRD HALL**

**TACKLING RACISM, CELEBRATING DIVERSITY**

**12.30PM TUESDAY 29TH APRIL  
COMMITTEE ROOM 1**



**LUNCH & REFRESHMENTS PROVIDED**

[WWW.STUC.ORG.UK/FAIR-UNIONS-SCHOOLS/](http://WWW.STUC.ORG.UK/FAIR-UNIONS-SCHOOLS/)

**stuc**



**CONGRESS FRINGE EVENT**

**12:30PM, TUESDAY 29TH APRIL  
CAIRD HALL, COMMITTEE ROOM 2**

Over the past year, there has been a continued attack on universal benefits for older people with pensioner poverty in Scotland, and in the rest of the UK as a consequence of this.

Join us to hear more about our work on the winter fuel allowance campaign and how we have joined forces with Unite for a Worker's Economy and the NPC to challenge this at every turn.

At this event, we will also discuss many issues relating to older people including end of life and palliative care, digital exclusion and proper access to services.

Please join us to have your say!

Lunch & refreshments will be provided

# FRINGE EVENT



**IER**  
Institute of  
Employment  
Rights

**TRADE UNION RIGHTS ARE COMMUNITY RIGHTS:  
Uniting for peace against austerity and the far right**

**Chair: Ann Henderson (RMT)**

**Speakers:**  
**Andrea Bradley (EIS)**  
**Derek Thomson (Unite)**  
**James Harrison (IER)**  
**Ben Chacko (Editor, Morning Star)**

**12:30pm, Tuesday 29th April  
Committee Room 3 (CaIRD Hall)**

**Buffet Provided**



**Tuesday 29th April  
5.30pm**

**STUC CONGRESS** The Caird Hall - Committee Room 1, Dundee - 5.30-7PM  
Tuesday April 29 2025

# Ecocide Law in Scotland: What Does It Mean for Jobs, Justice, and the Economy?

## SPEAKERS (TBC) INCLUDE:

**STOP  
ECOCIDE**  
International

**Stephen Smellie**, *Depute Convener of UNISON Scotland and member of UNISON's National Executive Council*

**Monica Lennon**, *Scottish Labour and Scottish Co-operative Party MSP*

**Jojo Mehta**, *CEO and Co-founder, Stop Ecocide International*

**Richard Hardy (Chair)**, *National Secretary for Scotland and Ireland, Prospect Union*

**Laura Young**, *Climate Activist and Environmental Scientist*

## WORK, WELLBEING & SECURITY: The Trade Union Case Against Nuclear Weapons



### Fringe Event

5:30pm, Tuesday 29th April | Committee Room 2, Caird Hall

- Join ISOBEL LINDSAY of Scottish CND and trade union activists for the launch of a key new report
- Exposing the enormous cost of nuclear weapons to jobs, security, planet and public services here in Scotland and beyond.
- Looking at the practicalities of transitioning jobs from a warfare economy to a wellbeing economy

**OIL & GAS**

**Unite Scotland STUC Fringe Event**

**Committee Room 3, City Chambers  
(accessed via the Caird Hall)  
Tuesday 29th April - 5:30 pm.**



A buffet will be provided.

**Wednesday 30th April  
12.30pm**



## FRINGE EVENT

- Welfare not Warfare
- Fund Wages
- Homes
- Hospitals and Schools

12:30pm-2pm, Wednesday 30th April  
Committee Room 1, Caird Hall

**Speakers:**  
Trade Union and Scottish Peace  
Movement



**The Jimmy Reid  
Foundation**

## Fringe Event

12.30pm-2.00pm  
Wednesday 30 April  
Committee Room 2, Caird Hall

*Tax Justice: How to properly fund public services in Scotland*

*Lunch/refreshments provided*

**Speakers:**

- Stephen Boyd, Director, IPPR Scotland
- Miriam Brett, Co-Director, Future Economy Scotland

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

*In support of the Tax Justice Scotland campaign (<https://taxjustice.scot>)*



**SPEAK  
OOT**

DUNDEE'S FESTIVAL  
OF TRADE UNIONISM

IS UNIVERSALISM KEY IN WORKING  
TOWARDS A MODERN FAIR SOCIETY?

## RETHINKING UNIVERSALISM



Come along and join in  
the panel discussion with: →



Committee Room 3, City Chambers  
(Accessed via the Caird Hall) on  
Wednesday 30th April, 12:30PM

**Chris Birt**  
Associate Director  
for Joseph Rowntree  
Foundation Scotland,  
Wales and Northern Ireland

**Jeane Freeman**  
Former Health Secretary  
and former SNP MSP for  
Carrick, Cumnock  
and Doon Valley

**Maggie Chapman**  
Scottish Green MSP for  
North East Region







Best wishes to all delegates at the  
**2025 STUC Annual Congress**  
from Prospect and Bectu



X @ProspectScot • @bectu

## The Scottish Women's Convention

**Send Best Wishes to  
Delegates and President  
Lilian Macer for a  
Successful Conference.**

Agnes Tolmie, Susan McKellar,  
SWC Chair SWC Manager

[www.scottishwomensconvention.org](http://www.scottishwomensconvention.org)

@SWCwomen



**TUC Education in Scotland sends best wishes for a successful 2025 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.

Visit our website to see information on all of our courses

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

Sign up to our mailing list to ensure you are kept up to date on new events

<https://www.tuc.org.uk/keep-touch>

**Get in touch via [tucedsc@tuc.org.uk](mailto:tucedsc@tuc.org.uk)**

# The Congress Exhibition

The Congress Exhibition is located in the Marryat Hall and the corridors surrounding the auditorium. Over 35 affiliates, organisations, and campaigns are joining us this year and we encourage all delegates to take some time during Congress to visit the stalls.



**Abortion Rights Scotland** campaigns for safe, legal, local abortion services in Scotland, provided by the NHS. Accessed free from harassment.



**ACTSA Scotland** campaigns for justice and development in Southern Africa and works with our sister organisation ACTSA UK on these issues e.g. lead-mining damage to the community of Kabwe in Zambia.

We run stalls selling traded craft goods from Southern Africa.

We also work closely with the Nelson Mandela Scottish Memorial Foundation towards creating 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](mailto:john.nelson@actsascotland.org.uk)



**Allan McDougall Solicitors** have been working for trade union members throughout Scotland for almost a century.

We take personal injury claims very personally indeed, recovering millions of pounds in compensation for injured members each year.

When work isn't working out, we have the employment law expertise members need, from unfair dismissal to settlement agreements to discrimination cases.

And when it comes to family matters, we can help members navigate life's ups and downs, including separation and divorce, care arrangements for children, cohabitation, adoption, and pre-nuptial agreements.

We're with trade union members every step of the way.



## AsbestosACTION

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

We are a voluntary, not-for-profit organisation created to provide

practical support as well as advice to those who have an asbestos related condition and their families.

We want to ensure there is a local service, across Scotland, to respond to any queries that a person diagnosed with an asbestos condition may have.

The charity provides a wide ranging and robust level of emotional and practical support to victims of asbestos related diseases as well as Silicosis.



**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.



**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 accidents (either at work or outside work) or who have contracted some form of industrial disease or medical condition (examples being asbestos diseases, hand-arm vibration syndrome and deafness/tinnitus).

Our Private Client Team meanwhile provides advice and assistance to union members with drawing-up wills, executry estates and in buying/selling property.

mail@dallasmcmillan.co.uk



**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.



The **Fair Work Convention** brings together employers, trade unions and academic expertise to promote and advocate for fair work across

the economy and to advise Scottish Ministers on fair work.

Fair work is work that offers everyone an effective voice, opportunity, security, fulfilment and

respect. It balances the rights and responsibilities of employers and workers. It generates benefits for individuals, businesses and society.



**Golden Jubilee Conference Hotel:** Unforgettable Events, Ultimate Connectivity, Superior Service.

As an NHS owned hotel, Golden Jubilee Conference Hotel is the go-to conference and events venue for the NHS, Public Sector, local community and commercial businesses.

With our complete range of services and facilities, we ensure a seamless experience for clients, colleagues, friends and loved ones.

Discover our cutting-edge technology, elegant meeting rooms and dedicated team.

Rest and rejuvenate in our comfortable bedrooms, savour the culinary excellence of our award-winning kitchen team.

Experience unbeatable service and facilities tailored to meet your every need at Golden Jubilee Conference Hotel.



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

The IER exists to inform the debate around trade-union rights and labour law by providing information, critical analysis, and policy ideas through our

network of academics, researchers and lawyers.

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



The **Jimmy Reid Foundation** is a think tank which brings together different voices from across the left in Scotland to make the case for economic, environmental, political and social equity and justice in Scotland and further afield.

In doing so, the Foundation seeks to build on the legacy that Jimmy Reid left us.



**Justice For Colombia** 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, while JFC Scotland is a regional supporter network for Scotland-based trade unionists and activists.

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





**Labour Women's Declaration** is a feminist organisation that campaigns for women's sex-based rights within the Labour Party.

We do this by working with the members and officials of the Labour Party and the trade union movement, to ensure that women's voices are heard at all levels.

Women & girls are subject to discrimination & oppression on the basis of their sex. To address this inequality, we need our laws, policies & institutions to be clear that sex matters.



The **Poverty Alliance** is Scotland's anti-poverty network.

Together with more than 450 members we are working to build a better future, beyond the injustice of poverty.

We influence policy and practice, support communities to use their human rights to challenge poverty, grow Scotland's Living Wage movement, provide evidence through research, and build public support.

We organise Challenge Poverty Week each October, and this year we are looking forward to working with Scottish trade unions to build for the Scotland Demands Better national march and demonstration on Saturday 11 October.

## NORDIC MODEL NOW!

**Nordic Model Now!** is a secular, feminist, grassroots women's group based in the UK that is campaigning for the abolition of prostitution and related practices (such as lap-dancing, pornography and surrogacy).



**Quilter Finance Advisers** can 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.

07887 788935

[gillian.mcgrath@quilter.com](mailto:gillian.mcgrath@quilter.com)



**Scottish CND & Peace Education Scotland** - Campaigning for the elimination of weapons of mass destruction from Scotland and the rest of the world.



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](mailto:scottishcuba@yahoo.co.uk), or call Kath on 07762056284, and Facebook and Twitter.



**Scottish Hazards** campaigns for improved worker health and safety throughout Scotland and joins with others internationally to campaign for improved working conditions throughout the world. It is part of the UK Hazards Campaign and of the Partnership for Health and Safety in Scotland. Our Scottish Hazards Centre provides information, advice and

support to individual workers and groups of workers in Scotland who are not unionised and have inadequate access to Occupational Health & Safety expertise. We also provide support and advocacy for families who have lost loved ones through work.

Contact us at 0800 0015 022 or [info@hazards.scot](mailto:info@hazards.scot) <https://hazards.scot>



The **Scottish Morning Star Campaign** Committee was established by Jimmy Milne in 1978 to bring together supporters in the Scottish trade union movement to campaign for a daily paper that could defend the interests of working people in Scotland and internationally.

Today the Committee is made up of representatives of major trade unions, trades union councils and local Readers and Supporters Groups. The Morning Star was founded in 1930 and is the world's only English-language daily newspaper committed to peace and socialism.



**Scottish Palestine Solidarity Campaign** is an organisation that works for Palestinian freedom, equality and justice.

Key to our solidarity work is to respond to the Palestinian Call for a campaign of boycott, divestment and sanctions (BDS) modelled on the anti-apartheid movement against South Africa.

Our work with Trade Unions is of fundamental importance to building this campaign.

Become a member of Scottish PSC and affiliate your Trades Council, Union/Branch - we need your help to intensify our efforts to promote Palestinian rights and oppose complicity in Israeli apartheid and genocide.



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

With the continued changes to welfare rights and pensions as well as increased pensioner poverty due to spiralling energy costs amongst other things, 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 old 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** supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity, and wellbeing. Fair Work, and equality for workers across Scotland.

Scottish Union Learning is part of the STUC.

To find out more about our work please visit our website:

[www.scottishunionlearning.com](http://www.scottishunionlearning.com)



**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>



**SNP Trade Union Group** - the official affiliated SNP group for union members. Works for trade union solidarity, workers' rights, economic justice, a just energy transition and independence for Scotland.



**Stand Up to Racism** is a national campaigning organisation that works with trade unions and communities to organise action against the far-right, racism, Islamophobia, antisemitism and the scapegoating of migrants and refugees.

Building a challenge to the toxic politics of Reform UK is our most important focus in 2025.





**Stop the War Scotland** works to raise awareness about the human and economic costs of war.

The organisation campaigns for tensions and difficulties between countries to be resolved through negotiation and diplomacy - without resorting to war and political violence.



**STUC Unions into Schools (UIS)** was launched in 2005. The programme of school visits is co-ordinated and managed by the STUC.

With the assistance of our school visitor union reps, Unions into Schools has now delivered over 2,500 classroom sessions to school students throughout Scotland and organised numerous events for pupils on workplace and political concerns and developments.



The **Scottish Women's Convention (SWC)** was set up by the Scottish Executive in 2003 in recognition of the need to ensure women's voices reach policy makers.

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 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.

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.



The **Ukraine Solidarity Campaign Scotland** works with the Ukrainian trade unions, environmental, feminist and LGBTQI+ organisations against the unprovoked illegal Russian invasion of their country.

We support Ukraine's right to defend itself and to receive arms from wherever they can be obtained. We also support the Ukrainian unions' fight against attacks on their members' rights by the neo-liberal Ukrainian government. We helped draft the successful motion in support of Ukraine carried at the 2024 STUC Congress. Our trade union affiliates include UNISON Scotland and several UNISON branches, ASLEF District No 2, and Dumfries and Galloway, and Edinburgh TUCs.



**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.





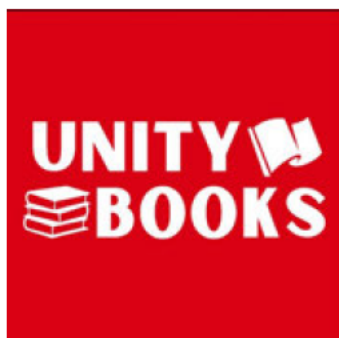
**Unite the Union** is a fighting back union, winning in the workplace: Jobs, Pay & Conditions.

A campaigning union, making our voice heard. A members' union, open and democratic. A growing union, organising for strength.

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 Books** handles new publications from Praxis Press, Manifesto Press, the Morning Star and the Communist Party as well as other progressive publishers.

It has a wide range of second-hand books on history, the international working-class movement and Marxism.

With over 5,000 books, pamphlets, periodicals, and magazines from across the workers' movement, alongside books on trade unionism, community and housing struggles, Scottish

working-class history, Palestinian liberation, anti-imperialism, novels, poetry, plays and plenty more.

You'll be sure to find something of interest!

We're online at [unitybooks.co.uk](http://unitybooks.co.uk) or in person at Govanhill Workspace, 69 Dixon Road, Glasgow, G42 8AT.

We're open every Saturday 10-6.



[unityconsulting.scot](http://unityconsulting.scot)

**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.

We provide a full range of services from political engagement to research, policy and comms - all of which are aimed at supporting trade unions, campaign groups, third sector and community organisations to make their voices heard.

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



**1st Class Credit Union** is a not-for-profit co-operative that is both owned and operated by our members.

Our mission is to provide members with opportunities for saving, access to affordable lending, daily discounts, and financial wellbeing.

At the heart of our organisation, we prioritise treating our members with care, empathy, and respect.

At 1st Class Credit Union, we take pride in our partnerships, accreditations and awards. On behalf of our members, we are deeply committed to supporting charities and giving back to the communities we serve.

We believe that our presence can offer valuable and financial wellbeing and benefits.

**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**



**Celebrating over 45 years of standing up for  
workers' rights and access to justice for all.**

## **CONGRESS GREETINGS**

Thompsons Solicitors Scotland are proud to have served the trade union movement in Scotland for over 45 years.

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

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

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

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## SECTION 02

# GENERAL COUNCIL REPORT TO CONGRESS



**stuc**

**Lilian Macer**  
**UNISON**  
**STUC President 2024/25**



# 1. Effective Organisation

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



## 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.



## 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.



## MISSION

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

- 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:** **Campaign for the rebalancing of wealth towards working people** 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:** **Ensure workers are central** to the debate over our democratic future and international affairs.
- 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.

# 2024/25 PRIORITIES

At its strategy session in June 2024 the General Council developed a range of priority campaigning objectives and actions for the year ahead. It agreed to continue to prioritise three key campaigning areas of work, which were:

**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

In addition to identifying the priority campaigns and agreeing many other campaigning actions, it also agreed to prioritise the following additional work streams:

- 1.** Continue to support all affiliates taking industrial action across all sectors.
- 2.** Continue co-ordinating evidence from trade unions in Scotland to both the UK and Scottish Covid Inquiries.
- 3.** Address the affiliation fee balance with the TUC and to implement the outcomes of the democracy review.

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# Staffing & Internal Operations

The STUC experienced another period of relative operational stability in 2024, building on the progress made in the preceding years.

The most significant operational achievement in the reporting period was the conclusion of the Job Evaluation. The organisation now has a fair and consistent pay and grading system which covers all roles within all teams. When negotiating the new salary structure, priority was given to raising salary levels below senior management level and to reducing the overall pay differentials between the highest and lowest paid. The General Council would like to thank the STUC staff team, and particularly the GMB Staff Reps, who worked in a diligent and comradely manner to complete what was, at times, a challenging project.

The final stage of the project was to carry out an Equality Impact Assessment. We are pleased to report the STUC's Gender Pay Gap was further reduced to 3.2%, which is significantly lower than the UK average. Due to the small sample size, it was not possible to measure the race & disability pay gaps, however 18% of the current workforce are BME and 23% of the current workforce consider themselves to be a disabled person. These figures show the STUC's commitment to being an inclusive employer. The report also highlighted that there are no recent or current equal pay concerns.

The Senior Management Team committed to reviewing all job titles at the conclusion of the Job Evaluation and this was completed towards the end of 2024. A full list of current job titles can be found on page 62.

As was reported to Congress last year, the Admin & General Purposes Committee implemented a recruitment freeze ahead of the conclusion of the Job Evaluation. Several vacancies arose throughout this period which required creative solutions to ensure the organisation was able to continue to deliver planned outcomes.

A small re-structure took place in the Scottish Union Learning team to delete the Admin & Funding Assistant role and redeploy the post holder, Ally Raymond, into the vacant Funding Officer role. The Information Officer role was also deleted from the structure, with tasks shared amongst the remaining SUL team and the Campaigns & Communications team providing strategic communications support as required. A further minor restructure was carried out following





the resignation of the former Equality Officer post-holder. A Campaigns & Communications Officer post was deleted from the structure, and the post-holder, Rachel Thomson, was redeployed into the vacant Equality Officer role.

The STUC benefited from two secondments during the reporting period - Denise Christie from the FBU and Tracey Dalling from UNISON. Both colleagues made significant contributions during their secondments with the organisation. Denise's work was focussed on Fair Work in the Care Sector and Tracey led the internal review of democracy. The General Council would like to thank the generosity of the employing organisations for providing us with two senior officers who brought with them a wealth of skills and experience.

Following the award of a new income stream from the Scottish Government, which was designed to replace the Union Modernisation Fund and Fair Work Leadership & Equality grants, a recruitment exercise to appoint two Fair Work Officers was undertaken. Denise Christie & Sean Baillie were the successful applicants and started their roles towards the end of 2024.

Tracey's secondment ended in September 2024 at her retirement date from UNISON. She accepted our proposal of a temporary contract to cover the final part of the Equality Officer maternity leave vacancy. Tracey left the STUC in January 2025 to join PCS as an Industrial Officer. We wish her well.

The new STUC Website was launched at Congress 2024, featuring greatly improved functionality and design. Other digital projects completed during the reporting period include migrating to cloud-based HR, payroll, and accountancy systems.

Cyber Essentials accreditation has been renewed for 2025/26. These developments build the digital resilience of the organisation and help reduce the risk posed by cyber-crime.

A full learning & development programme was once again offered

to staff during the reporting period. Training courses on Report Writing, Advanced Internet Research, Public Speaking & Presentation Skills, Coaching, AI for Trade Unions, Advanced Excel Skills, Financial Analysis for Non-Finance Staff, and British Sign Language, and a set of courses focussed on building personal skills such as assertiveness, confidence, and dealing with difficult situations were all well received. Health & Safety related topics offered included Moving & Handling Principles, Mental Health First Aid in the Workplace, and using an AED & CPR.

Work to update and modernise our HR policies and procedures continued in earnest throughout the reporting period. New policies developed included Flexible Working, TOIL & Flexitime, and Conflicts of Interest.

The Health & Safety Committee was re-established and met for the first time towards the end of 2024. The Committee is comprised of Natalie Price, GMB Health & Safety Rep, Terry Anderson, Senior Development Officer, Dave Moxham, Deputy General Secretary, and Sarah Wiktorski, Director of Operations.

### Review of Democratic Structures and Events

A review of all the STUC's democratic structures and events was carried out with a comprehensive consultation of stakeholders. The General Council considered the results of the review and supported the implementation of 17 recommendations to improve and update our democratic structures and events, with a view to ensuring that we are effective in achieving the General Council's stated aim of shifting our focus from convening to campaigning.

A key recommendation of the review, which the General Council supported, was the aim of moving from an annual cycle for our democratic events to a bi-annual cycle to enable more focus on practical campaign delivery, within the limited resources of the organisation. In order to support the implementation of the review outcomes a constitutional amendment has been agreed by the General Council and submitted to

Congress 2025 for its consideration on whether to adopt the proposed changes.

### Margaret Irwin Centre

STUC staff are settled into the new HQ. The meeting spaces were well utilised during the reporting period, with a range of external courses, conferences, and meetings taking place in the different spaces available to hire. The General Council encourages all affiliates to utilise the spaces for hire as much as possible to support this vital income stream for the organisation.

We continue to provide desk space and office services to Glasgow TUC, TUC Education in Scotland, and the Scottish Pensioners' Forum, and lease office space on the ground floor to the Musicians Union.

Solar panels were installed on the roof of the building in January 2025. This development will reduce the running costs of the building and further improve its Energy Performance.

An Automated External Defibrillator (AED) was purchased and installed on the ground floor of the building in 2024.

Staff formed a Gardening Group in 2024 and worked together to plant shrubs, bulbs, and wildflowers in the outdoor areas surrounding the building.

### 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 2025 of £1.76.

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.

Forty-four trade unions are affiliated to the STUC for session 2025/26.

## Affiliation Transfer Agreement with TUC and Additional Levy

As agreed by Congress, the original deal struck with the TUC in 2016 to transfer £200,000 by way of raising an additional levy on affiliates was extended up until 2024.

Secretarial discussions around the balance of affiliation fees between the STUC & TUC for members in Scotland took place during the reporting period.

The General Council reaffirmed its commitment to finding a long-term solution based on parity of affiliation fees with the TUC, without any further change in external factors such as a change to the Scottish devolution settlement.

However, it was recognised during the negotiations that the TUC are entering a period of financial uncertainty as they prepare to sell Congress House and find new premises.

Therefore, the General Council accepted an interim proposal which increases the balance transfer between the two organisations to £257,898 per year (an increase of £57,898).

The General Council made it clear when accepting the interim proposal that they do so on the proviso that the joint process to enable affiliates to reach a decision on the best long-term solution is agreed before the end of 2025, and that the final agreement is reached in time for the General Council to implement it in December 2026 when they set their affiliation fees for 2027.

The General Council has also committed to undertaking work to make the case to our affiliates at a UK level about the vital activities carried out by the STUC, and the beneficial impact of this work carried out on behalf of Scottish members, and why a properly planned shift in resources would be the correct strategic decision for our movement in the long-term.

Based on a confirmed affiliation for 2025 of 548,736 the General Council has recommended that an additional levy of 47p per member should be applied to generate the additional £257,898 as agreed with our affiliates and the TUC.

It should be noted that in setting its own affiliation for 2025 the TUC has taken this agreement into account and its income from affiliation fees for 2025 has been reduced by £257,898.

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 2025 it ensures that we generate the full £257,898 from affiliates that was agreed to.

*Congress is therefore invited to approve the General Council's recommendation that the additional levy of 47p be applied for 2025.*

## STUC Pension Scheme

The General Council remains committed to providing a Defined Benefit pension scheme for STUC employees.

Satnam Ner stepped down as Employer Nominated Trustee to the Board of Trustees and Chair. In addition, Eileen Cawley, Member Nominated Trustee, also stepped down from the Board. The General Council would like to thank Satnam and Eileen for their many years of service to the Pension Scheme.

Tommy Breslin and Sherene Nelson-Cruddas continue to serve as the Member Nominated Trustees to the Board of Trustees and were joined by Ryan Morrison in 2024 following his election as an MNT. Tommy was elected to serve as Chair.

The General Council is pleased to report that the long-term vacancies on the Board were filled in 2024 with Angus Sproul, FBU, and Richard Hardy, Prospect, joining as Employer Nominated Trustees.

Work to begin the next Triannual Review has started. A tender process was undertaken to appoint a new auditor for the scheme following the retirement of the current auditor.

Rozanne Foyer, General Secretary, serves as an Ex Officio Trustee and 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.

## 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 on a regular basis.

A database was established to record all appointments, and a detailed list can be found on page 69. This procedure has been further developed to include a formal Conflict of Interest policy for all STUC employees.

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

## Clearing House

The STUC Clearing House principles and procedure exists to promote the development of trade unionism across Scotland. There were no clearing house requests 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.

In addition, 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.

We are now two years into the Just Transition fund. This fund supports our affiliates to place workers' voices at the heart of any Just Transition in Scotland.

A new Fair Work in Action project proposal was accepted by the Scottish Government to replace the Union Modernisation Fund & Fair Work & Equality Leadership Fund. The grant facilitated the recruitment of two new Fair Work Officers.

The Secretariat was successful in applying to the Robertson Trust for a

significant grant to fund a new project, which is expected to start in mid-2025.

This is part of the Admin & General Purposes Committees' aim to diversify the organisation's external funding portfolio. At the time of writing, the new project is still being designed.

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 continues to grow and develop and delivered record outcomes in the reporting period. This project is funded by the Scottish Government.

More information on the work of the STUC's externally funded projects can be found in Sections 2 & 3 of this report.

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.



## LOOKING TO REVIEW YOUR IT SERVICES PROVIDER?

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# 2. Campaigns, Organising, Policy Development & Political Engagement

## Build Membership and Industrial Power

### **Support for Trade Union Industrial Action Campaigns**

In 2024, levels of industrial action fell from the highs of 2023, yet still remained significantly higher than in recent decades.

This was in part due to strikes being averted through employer concessions prior to action being necessary.

In addition to providing media and social media support for instances of industrial action, we attended picket lines and strike rallies at:

Alexander Dennis (Unite GMB), Scotland's Colleges (EIS FELA), STV (NUJ Scotland), OCS at the FCDO in East Kilbride (PCS), and Perth and Kinross Council (Unison).

We also supported a wide range of joint and single campaign activities covering Grangemouth, social care, culture funding, Higher and Further Education funding and a range of rail and bus

issues. These are covered in more detail elsewhere in this report.

### **Employment Rights Bill – A New Deal for Workers**

The election of the Labour Government in July 2024 initiated an intense period of activity for the STUC and affiliates in preparing for the Trade Union Bill which was promised and brought to Parliament within 100 days of the election.

The General Council worked closely with the TUC and other the Trade Union centres to lobby for the strongest possible legislation. This included discussions at the STUC hosted Council of the Isles and a presentation from the TUC to the General Council in December 2024.

We gave evidence to the Westminster Parliament during the Committee stage of the Bill; met with Scottish Labour MPs in the House Of Commons;

raised the issue at meetings with the Secretary of State for Scotland and spoke at a House of Commons event hosted by Andy McDonald MP and the Institute of Employment Rights.

The Bill has been a frequent subject of discussion in our media work and the General Secretary's column in the Herald.

Alongside the various UK-wide aspects of the Bill, we are involved in intensive lobbying, along with care affiliates and the Scottish Government to ensure the progress made on collective sectoral bargaining within the devolved competency of social care is reflected in the Bill.

This would require specific clauses within the Adult Social Care Negotiating Body section of the Bill to ensure that Scottish Government Ministers are empowered to set the terms of care bargaining in Scotland.



### **Developing Trade Union Representatives' Skills and Capacity to Organise**

We continued to deliver the STUC Cost-of-Living political education course, however the growth in demand for that course has been less than hoped for. A new promotional strategy is being developed.

We have recommenced a programme of Organising Events, focussed on in person events sharing the organising strategies of key unions.

An Organising Conference is slated for September/October 2025 with a likely focus on organising and the Employment Rights Bill. Other activity based on promoting membership and organising through Fair Work are covered elsewhere in this report.

We campaigned and lobbied successfully to save the Trade Union Education Centre at City of Glasgow

College and have secured its medium-term future.

We are also developing new courses in Fair Work and Just Transition.

### **Support for Trade Union Councils**

Due to the need to take to the streets to counter the Far Right in early autumn 2024, the second of our biannual Trades Council conferences was cancelled.

However, we have continued to work intensively with Trades Councils including supporting May Day and International Workers' Memorial Day activity; speaking at a range of Trades Council meetings and attending and promoting continued activity against the Far Right.

Particular developing areas of work are our partnership with Trades Councils to promote activity around Just Transition and supporting Trades Councils to campaign against cuts in social care.

We supported Edinburgh Trades Council, local authority unions and community groups in their campaign to reverse their decision to close the Edinburgh People's Story Museum.

The successful campaign ensured the Museum was re-opened and continues to push for investment for upgrading to secure the long term future of the museum.

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# Campaign for the Rebalancing of Wealth Towards Working People

## **Scotland Demands Better**

Following the General Council's successful campaign to have a new tax band introduced in 2024 for those earning over £75,000, we have continued to press the Scottish Government on tax reform.

Throughout the year we have repeatedly made the case for increased and additional tax on income, wealth, property and land to fund public services in Scotland. This has included lobbying for the essential groundwork required for revaluation of properties as a first step towards council tax reform.

We worked with a range of academics, think tanks and civil society organisations to support the development and launch of Tax Justice Scotland to campaign for progressive tax reform.

## **Finance, Public Sector Funding, and Pay**

On taking office as First Minister, John Swinney MSP, invited public sector unions to meet and discuss public sector pay and pay policy. We co-ordinated union responses and lobbied for increased funding.

We have provided critical analysis of Scottish Government budget proposals and organised a day of action to lobby politicians to support STUC budget proposals. We shared a budget briefing paper, A Budget for Communities, with MSPs making the case for investment in local services, tax increases, council tax replacement, scrapping small business bonus scheme and new wealth taxes.

We hosted a photocall with unions at the Scottish Parliament on budget day

and met with Scottish Labour MSPs and Scottish Green MSPs to outline STUC budget demands.

We attended the First Minister's presentation in October 2024, ahead of the UK Budget announcement where we supported the call on the UK Government to fully fund any potential increases in employer national insurance payments. Since the budget announcement this issue has raised concern across the public sector, third sector and in contracted services, particularly in social care and we have continued to press the UK Government for funding.

In preparation for the Scottish Government budget 2025-26, we met with the Cabinet Secretary for Finance, Shona Robison MSP, to make the case for increased investment in public services, pay restoration, the removal of peak rail fares and funding to ensure the rollout of free school meals.

## **Political Liaison and Lobbying**

The General Council invited Humza Yousaf MSP, First Minister and Anas Sarwar MSP, Leader of the Scottish Labour Party to address STUC Congress in April 2024. Humza Yousaf MSP formally resigned as First Minister in May 2024.

Following his election as First Minister, John Swinney MSP met with the General Council for the STUC Biannual meeting along with Kate Forbes MSP, Deputy First Minister on 15th August. Unions lobbied the First Minister on a wide range of issues including public sector investment and pay, industrial disputes in local authorities and further education and industrial issues in Grangemouth and manufacturing.

The General Council also raised concerns with the First Minister on the racist riots that took place across the UK. We issued a joint statement with Scottish Government condemning the riots and offering solidarity to communities affected by the disorder and racism.

We continued our participation on the National Strategy for Economic Transformation Delivery Board, chaired by the Deputy First Minister, making the case for Fair Work, funding for FE and vocational skills, the need for worker voice to be included in the new deal for business and the need for a clear delivery plan to form part of the new Green Industrial strategy.

We met with Kate Forbes MSP, Deputy First Minister, to discuss Scottish Government's recently published Green Industrial Strategy and raising our ongoing concerns around the need for more clear, solid Scottish Government actions to deliver a Just Transition, the need for more public ownership, the need for increased investment, a clear plan for Grangemouth and more support for development of collective bargaining across new sectors like renewables.

The General Secretary has been appointed to the advisory group for the Scottish National Investment Bank.

We have coordinated meetings with creative industry trade unions and both Tom Arthur MSP, Minister for Employment and Investment and Cabinet Secretary, Angus Robertson MSP, to discuss the lack of effective voice in the sector, funding for creative industries and the need for Fair Work for freelancers.



Following late consultation from Scottish Government on changes to Fair Work First guidance we collated views from affiliates raising concerns on change of language, emphasis and overall weakening of guidance.

Following commitments from the First Minister and Deputy First Minister that there was no change in Ministerial policy, the Fair Work First guidance was amended to reflect the General Council's main concerns.

The Secretariat also represented the General Council at the First Minister's Scottish Energy Advisory Board following the announcement of the closure of Grangemouth.

We submitted written responses to:

- Scottish Parliament Finance Committee consultation on Pre-Budget Scrutiny
- Scottish Government consultation on Next Steps for Employment Injury Assistance
- Scottish Parliament consultation on Housing (Scotland) Bill supporting the responses by tenants union, Living Rent
- Scottish Parliament consultation on Ending Conversion Practices in Scotland to support policy from Congress and STUC LGBT+ Conference
- UK Government consultation on Employment Tribunal Fees

We coordinated affiliates to attend Scottish Labour Trade Union Group and Scottish Greens Trade Union Group meetings, with MSPs raising industrial issues and trade union campaigns as relevant.

We attended the SNP annual conference in Edinburgh where the General Secretary took part in a panel discussion on economic growth. The General Secretary delivered a keynote address to Scottish Labour Party Conference in February 2025 calling for delivery of Labour's New Deal for Workers and the urgency of delivering meaningful change to working class communities.

Following the UK General Election we initiated a number of forums to engage with the UK Government and MPs



including agreement for biannual STUC Roundtable meetings with Ian Murray MP, Secretary of State for Scotland, this is in addition to regular meetings between the Secretary of State and the General Secretary. The General Secretary has also met with Kirsty McNeill MP, Parliamentary Under-Secretary of State for Scotland

We have created a forum for lobbying Scottish Labour MPs. The first meeting of the Labour Westminster Trade Union Group was hosted by Richard Baker MP at the House of Commons in January 2025.

General Council members lobbied for increased spending on public services, funded by additional and new wealth taxes, urgent action to save Grangemouth, devolution of employment law, end to outsourcing and protections for retail workers.

The General Secretary and Deputy General Secretary, Linda Somerville, attended UK Labour's Annual Conference in Liverpool. We met with new Labour MPs and participated in a panel session on Just Transition for the



North Sea organised by Labour Climate and Environment Forum.

### UK Trade Union Centres

We hosted the Council of the Isles meeting on 7th and 8th November with senior representatives from the TUC, TUC Cymru, and ICTU. The two day agenda covered sessions on Building on the New Deal for Workers, Budgets and Taxation, Crisis in the Middle East, Just Transition and the Rise of the Far Right.

The Secretariat attended the TUC Congress in September 2024 and the General Secretary spoke at the ICTU, Northern Ireland Congress in Derry, the ICTU May Day March and Rally in Belfast and the TUC Cymru Congress in Llandudno.

### Fair Care for Scotland

Social care reform has remained high on the agenda as the social care sector faces continued cuts and underfunding, with workers undervalued and service users' needs not met in full.

Scottish Government confirmed that they would not progress with the next stage of the National Care Service Bill following increasing pressure from unions and other stakeholders, including COSLA, who have all withdrawn support for the proposed Bill.

We lobbied Scottish Government and MSPs across political parties to outline trade union demands for collective bargaining, a not-for-profit care service and improved pay, terms and conditions for care workers.



Scottish Government confirmed in January 2025 that the Bill would now progress with no commitment to structural reform.

This turnaround provides an opportunity to refocus the discussion on social care around the immediate issues related to recruitment, retention, pay, terms and conditions along with the need for investment in sick pay and maternity pay and progressing sectoral bargaining.

We have continued to work closely with care sector unions to coordinate demands from Scottish Government. The General Council have supported the joint union “Missing Millions” campaign, as unions lobbied MSPs for the return of funding previously earmarked in Scottish Government budget for improvements in maternity pay and sick pay.

We have coordinated lobbying of the Cabinet Secretary for Health and Social Care, Neil Gray MSP, and Minister for Public Health, Maree Todd MSP, ensuring the Government hear directly from social care unions on pay, terms and conditions, recruitment and retention of care workers.

Despite the Government’s commitment to introduce Fair Work in Social Care, the terms and conditions of social care workers have not improved. Collective bargaining is key to delivering meaningful change across the sector. Care unions are actively progressing with negotiations on a framework for collective bargaining in the third and private care sector.

We have supported social care unions to jointly provide reps training, organising and strategy sessions including a weekend school in Clydebank, two half day sessions in Dundee and similarly in Edinburgh.

This has facilitated improved engagement with reps providing access



locally and alternatives to all day events.

## Industrial Strategy for a Just Transition

The continued failure to deliver a Just Transition for workers has been a major campaigning theme for the STUC, particularly in the energy and transport sectors.

## Grangemouth

The battle to save Grangemouth, spearheaded by Unite, has been an understandable focus for this work. Promises to act to save the jobs at the plant have been reneged upon, with both Government’s holding responsibility for inaction.

We have promoted, spoken at and attended a range of campaign activities initiated by the Keep Grangemouth Working Campaign.

The General Secretary was involved, along with Unite at a series of emergency meetings with both Governments at the point of the announcement of closure and this engagement has continued.

At a policy level, we are represented on the Grangemouth Future Industry Board, the Forth Green Freeport Board and a range of other Government groups.

This notwithstanding, the plans for future development at Grangemouth do not meet the need to protect jobs in the short-term. At the time of writing over 400 workers at Grangemouth have

been issued with redundancy notices, with a significant secondary effect of closure expected but not yet measured in the supply chain.

## Energy

The failure of Governments to create jobs in the offshore wind sector and the reliance on private inward investment has continued to be a major campaign theme.

This failure runs alongside the ongoing loss of jobs in offshore oil and gas. We successfully worked with offshore unions to achieve the long-awaited offshore skills passport.

However, it falls short of what is required to smooth potential transition for offshore workers and thus continues to be a lobbying priority.

During 2024 we achieved front page coverage in the Herald for our analysis of ONS figures showing real and turnover proportional falls in employment in the Low Carbon and Renewables Sector.

We published two research papers: ‘Mind the Gap’ contains our analysis of the latest employment and turnover figures in ONS low carbon energy data.

Our ScotWind report reviews project investment, Scotland’s supply chain limitations, and support needed to scale up to meet ambition.

In January 2025, we published a report ‘Employment and Corporate Practice in Scotland’s wind sector’ commissioned by the STUC and authored by Transition

Economics which exposed systemic resistance to trade union recognition and collective bargaining across the sector.

We published an updated 'Public Power League', revealing local authorities' performance on local energy renewable energy production.

We are undertaking work in Moray, Aberdeen and South Lanarkshire to develop support and capacity for local renewable power generation, including through exploring the potential use of the Just Transition Fund.

We responded with disappointment to the Scottish Government's 'Green Industrial Strategy, highlighting its failure to accept the role of public ownership or conditionality through public investment.

Meanwhile we cautiously welcomed the plans for GB Energy to be headquartered in Aberdeen and the statement that our two Governments would work closely on its development.

We are currently working to ensure close collaboration between unions in Scotland and that body.

### **Worker-led Just Transition**

Our Just Transition Team is working with affiliates to identify key workplaces which are at threat from the move away from carbon intensive production.

We are exploring how workers can lead a process involving employers and Government agencies to transition workplace production to retain jobs.

### **Transport**

As well as regularly convening quarterly meetings between transport affiliates in Rail, Buses and Ferries, and seeking to replicate this for Aviation, we have actively campaigned for the retention or extension of public ownership as well as investment and specific service improvements.

We worked with rail affiliates on our 'Past its Peak' campaign calling for the indefinite extension of the peak fares pilot. This received very widespread support. However, the Scottish Government ceased the pilot as part of its 2025/2026 Budget.



We are also supporting affiliate campaigns on the retention of Scotrail ticket offices through public lobbying and meetings with Ministers.

We continue to work intensively with the Scottish Government to deliver their commitment to a direct award of lifeline ferry services to Calmac whilst proactively contributing to the improvement of its governance and delivery.

We were part of the successful and long-awaited recommendation of the Strathclyde Partnership to develop a bus franchising model similar to that in Manchester.

We have supported the general campaign whilst maintaining the position that direct municipal ownership remains the key priority.

At the time of writing, we are finalising a major research report which supports the public ownership model and which will be a campaign and lobbying tool in the Spring of 2025.

### **Other Just Transition Activity**

We are growing our regular Just Transition newsletter to keep affiliates and activist abreast of key issues.

We have launched and delivered a Just Transition climate change education course which has been delivered on a number of occasions. Short briefings have been produced for affiliates on a range of just transition related issues.

We are in the early stages of creating a Just Transition course for trade union reps.

Our extreme weather survey during recent weather events garnered a significant level of response and consequent media attention.

### **Unions into Schools**

The project continues to grow with an expanded rep base and greater

geographical spread.

We expect to have delivered over 200 class sessions for 2024/25 to end of March 2025.

We have delivered two training sessions for new reps; continued to update and improve our classroom resources including strengthening equalities content; continued a strong and productive relationship with teaching union rep sessions; as well as having pupil input at STUC events.

We also have a number of schools confirmed for Congress 2025 in Dundee on Tuesday 29th April 2025 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 27th April.

Over twenty events were held, largely organised by Trades Councils.

The STUC again provided the organisation and support for the Glasgow event.

### **Palestine**

We continued to mobilise for and speak at events in solidarity with the Palestinian people and calling for the end of Israeli hostilities. We held a one-day conference in December 2024 to promote affiliate political and Boycott Divest and Sanction action to exert pressure on the Israeli government and her allies. At the time of writing the resulting campaign resource is being prepared for publication on the STUC website.

### **Support for Asylum Seekers**

In quick response to the former UK Government's Home Office announcement to forcibly detain and deport asylum seekers to Rwanda we hosted an online event to provide accurate information on the change in policy, the implications for asylum seekers and how trade union members can help.

### **Tackling the Far Right**

In response to the horrific racist violence and rioting across the UK we issued a strong statement offering



condolences to the families of the children murdered in Southport, condemning the far-right and re-committing the trade union movement to anti-racism and anti-fascism.

We wrote to the Muslim Council of Scotland offering our support and solidarity on behalf of the trade union movement in Scotland.

We hosted a successful webinar, Tackling the Far Right, in August featuring campaigners and unions to share reflections on the recent violence and outlined the need for trade union and community organising.

The General Council supported the counter demonstration called by Stand Up to Racism on 7th September in Glasgow, encouraged trade unions to attend and highlighting the urgent need to show solidarity and unity against the far-right.

The General Council has supported Dumfries and Galloway Trades Council in their campaign against an emerging local far right presence, setting up Dumfries & Galloway Against Racism. We have provided publicity and speakers for recent rallies.

The Trades Council campaign has been successful at this time. Key factors in the success are noted as effective social media, engagement with asylum seekers, local charities and local press.

This example reinforces the case for local community organising as part of a wider anti-racism strategy to combat the far-right.

### Sheku Bayoh Inquiry

The General Council has continued to provide support and solidarity to the Campaign for Justice for Sheku Bayoh.

We have regularly supported travel to campaign vigils held at the start of each new session of hearings outside the inquiry in Edinburgh.

We have promoted attendance, provided speakers and shared on social media.

The Secretariat have attended the inquiry to show the trade union movement's support for Sheku Bayoh's family in their fight for justice.



### St Andrews Day March and Rally

The annual St Andrews Day March and Rally was held on 30th November and saw a lively march from Glasgow Green to the city centre which maintained the recent uptick in overall attendance.

This year's event was chaired by Satnam Ner, Prospect and longtime member of the General Council and STUC Black Workers' Committee. The speakers were Hardial Singh Bhari, SAAC founding member; Zamard Zaheed, anti-racist campaigner; and the General Secretary.

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# 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 a weekly column for the Herald where we maintain a focus on promoting trade unionism; our priority campaigns and appropriate political commentary.

The General Secretary also now appears monthly on the STV Scotland tonight political panel.

We continue to utilise social media, though are currently in discussions

with affiliates and trade union centres about the future use or otherwise of the X platform, formerly Twitter.

## Public Health and Workplace Health and Safety

The General Council has continued to represent Scottish workers impacted by the pandemic at both the Scottish and UK public inquiries.

This work has demanded significant resource to draft statements to various themed sessions of the Scottish inquiry and modules of the UK inquiry.

We have worked with Thompsons Scotland to support unions to provide written evidence to the Scottish inquiry in each relevant session with a range of affiliates also being called to give oral evidence on behalf of their members.

The National Union of Students Scotland, who are part of the STUC Core Participant group, also gave evidence to the Scottish inquiry.

Further to this, the General Secretary and Deputy General Secretary both gave oral evidence to the health and social care session in the Scottish inquiry.

The evidence received wide coverage in the media with Scottish Government criticised for failing to protect care workers. The inquiry sessions continued with evidence from health and social care unions.

The General Secretary gave oral evidence to the UK inquiry hearing on Healthcare and the Scottish session on Business, Finance and Welfare.

While the STUC is a core participant

in both inquiries we are also asked to submit written evidence on a routine basis as a 'material provider'. This has resource implications for the STUC and also for affiliates who are engaged with the inquiries.

Our evidence aims to reflect the significant issues raised on behalf of workers but we do not have the resource to provide more detailed evidence and have raised concerns about duplication of work with both inquiry teams.

## Equalities

Key elements of the General Council strategy on equalities are mainstreamed through its overall delivery. This includes ensuring that equalities perspectives are reflected in policy development and campaigns.

The General Council has sought to ensure that in the presentation of its work, in the delegations that represent it, and in the events that it organises, it reflects the full diversity of our movement.

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

## The STUC Black Workers' Committee

The STUC Black Workers' Committee has played a key role in supporting the Campaign for Justice for Sheku Bayoh.

The Committee has provided speakers,





chaired and attended vigils and rallies for the campaign, and consistently stood alongside Sheku Bayoh's family.

The Committee has raised the concerns around racism in Scottish cricket, writing to the Scottish Government and hosting a session with Running Out Racism at the STUC Black Workers' Conference. The conference also heard from the TUC Cymru on their successful Black Activists Development Programme.

The Committee hosted the annual Black History Month lecture on the event of Black Workers' Conference at the STUC Centre in Glasgow. The event heard from Hardial Singh Bhari, co-founder of Scottish Asian Action Committee and Kam McMillian, Scottish Asian Action Committee's former Development Worker.

## **The STUC Disabled Workers' Committee**



The Committee identified a need for increased understanding of reasonable adjustments and employer's responsibilities in this area. The Committee drafted a survey to all

members, analysed responses and developed a Reasonable Adjustments guide to support union reps and members. The guide was launched at the Disabled Workers' Conference and is available on the STUC website.

The Committee had actively supported the campaign for a private member's Bill from Mark Griffin MSP to introduce a Scottish Employment Injuries Advisory Council. The Scottish Government did not support the Bill and launched a consultation on next steps for the devolved benefit, Employment Injury Assistance.

We have responded to the consultation noting that occupational illness and employment has evolved. Any new benefit must be fit for purpose and address the gender disparity within the current system.

The Committee held a successful conference in November 2024 with a theme of "Thinking Differently – Championing Neurodivergence at Work".

## **The STUC LGBT+ Workers' Committee**

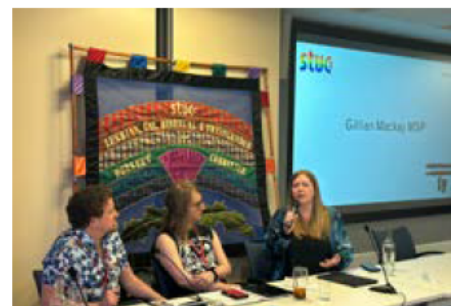
The Committee held a successful conference in May with workshops on discrimination and a panel on health, themed "Fighting Back, Fighting Fit".

The Committee wrote to the First Minister on the issue of LGBT inclusive education and LGBT+ policies in the Scottish Government; Neil Gray, Cabinet Secretary for Health and Social Care, around healthcare for

trans and non-binary people; and Kaukab Stewart, Minister for Equalities, on LGBT+ pay and job security, dignity and health and safety in the workplace, LGBT+ musicians and HIV discrimination.

The Committee held an event 'Myths, Lies and Misinformation' in October 2024. The aim of the event was to provide a critique of the Cass review; the importance of inclusive education and provide practical knowledge on how to challenge and take control of the narrative.

The Committee met with Jenni Minto MSP, Minister for Public Health and Women's Health in January 2025 to discuss trans healthcare.



The Committee held an online vigil to support Trans Day of Remembrance on 20th November 2024. Participants were invited to light a candle from home during the vigil as a symbol of remembrance and solidarity.

As part of LGBT History Month 2025, the Committee published a new learning resource on the STUC website. The resource highlights and sign-posts towards essential ways in which trade union organising and activism has helped make the world a better place for LGBT+ workers and individuals.

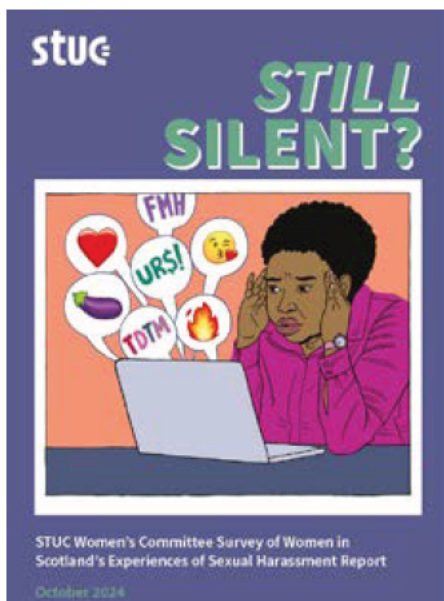
## **The STUC Womens' Committee**

The Committee continued to develop and expand the STUC Women's 'Food for Thought' campaign.

Throughout the year, the Committee wrote a joint letter with the General Secretary to the First Minister following his election to ask for the extension of free school meals as he announced his main priority was to end child poverty.

The Committee attended Monica Lennon MSP's Universal Free School Meals Roundtable with Cabinet





Secretary for Education and Skills, Jenny Gilruth MSP; highlighted the campaign in the media including features in the Sunday Mail; lobbied Political Party leaders to use their powers to include funding for free school meals in forthcoming budget; and met with Dr Robert Richardson, International Public Policy Observatory (IPPO) to provide background on the Food for Thought Campaign, and share information on Universal Free School Meals provision.

The Committee conducted a short survey on sexual harassment and produced 'Still Silent?', a follow-up report to the Committee's 'Silence is Compliance' Report; and supported the Scottish Hazards event on 1st October 2024 to mark the 50th anniversary of the Health and Safety at Work Act 1974.

The Committee attended an event in May 2024, hosted by Monica Lennon MSP, on 'The Future of Menstrual

Health in Scotland: a celebration of 10 years of Menstrual Hygiene Day'; and attended meetings of the Scottish Parliament Group on Women's Health. The Committee continue to engage with the Scottish Government's Team on the Women's Health Plan.

The Committee produced a short manifesto for the General Election which was circulated to leaders of the main political parties.

The Committee continues to engage with the Scottish Women's Budget Group; Maternity Action; and Abortion Rights Scotland.

The Committee held an event on 14th March at the STUC Margaret Irwin Centre, to mark International Women's Day.

The Committee held its 2024 Weekend School on Saturday 17th and Sunday 18th August in the Golden Jubilee Conference Hotel, Glasgow.

Members of the Committee attended the Women's Council of the Isles in January 2025.

### **The STUC Youth Committee**

To celebrate May Day, the Committee hosted an online event, "Solidarity Without Borders; Uniting Workers Worldwide".

The event heard from the newly appointed Cuban Ambassador, Ismara M. Vargas Walter, along with acclaimed author and historian, Vijay Prashad.

Pauline Rourke, CWU, provided an overview of trade union support for garment workers in Sri Lanka and Gus Sproul, FBU, outlined the practical and moral support the FBU has provided to

Palestinian firefighters.

The Committee submitted a successful application to the Fair Work, Equalities and Leadership fund and hosted a weekend school in 2025. The weekend school featured sessions on Leadership, Fair Work and Campaign Planning.

The Committee has written to Justin Madders MP, Parliamentary Under-Secretary of State for Employment Rights, regarding wage parity and the Scottish Government in support of Keep Grangemouth Working campaign.



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# 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 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 2023–2024, 12,162 learning outcomes were achieved. These outcomes reflect union-led activity around work-based skills through SUL-funded union learning projects, and externally funded learning generated through these projects and funded by unions, employers, and other partners.

Learning outcomes also include those facilitated through the SUL Cyber Resilience Project, and engagement with national initiatives such as Book Week Scotland, Dyslexia Awareness Week, and Maths Week Scotland.

Engaging in union learning enables workers to upskill, build confidence and resilience, and enhance their

employability prospects within a rapidly changing labour market.

## **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 for 13 Development Fund projects in the Lowlands and Uplands area of Scotland and five in the Highlands and Islands.

Through this Fund, work has 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 education, health and social care, construction, engineering, transport, retail, and the Creative Industries.

## **The Learning Fund**

In addition to the projects funded through the Development Fund, a further seven Learning Fund Only projects were approved by the SUL Board; four in the Lowlands and Uplands and three in the Highlands and Islands.

During the year, the Learning Fund supported the delivery of over 400 courses through the SUL procurement process and enabled over 4,700

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

These courses support learners in improving their existing skills, and in developing new and transferable skills that enhance their employability.

## **The Learning Fund 2023-24**

During the year, the SUL Learning Fund supported 4701 learners; 3421 in Lowlands and Uplands Scotland (LUPS), and 1280 in the Highlands and Islands; an increase of over 500 from the previous year.

Analysis of the Learning Fund was based on data returned from learner equalities monitoring forms returned to SUL.

Further information can be found in the SUL Annual Report (2023-24):

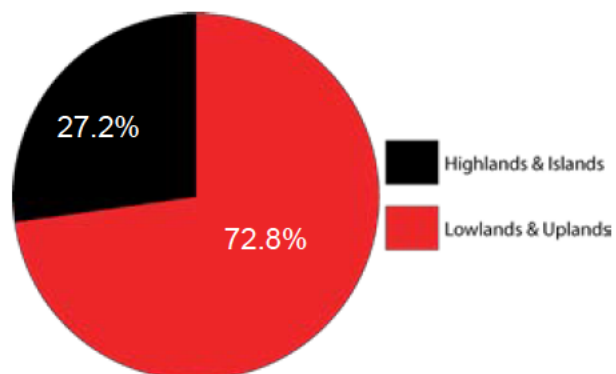
<https://www.scottishunionlearning.com/resources/Scottish-Union-Learning-Annual-Report-2023-24.pdf>



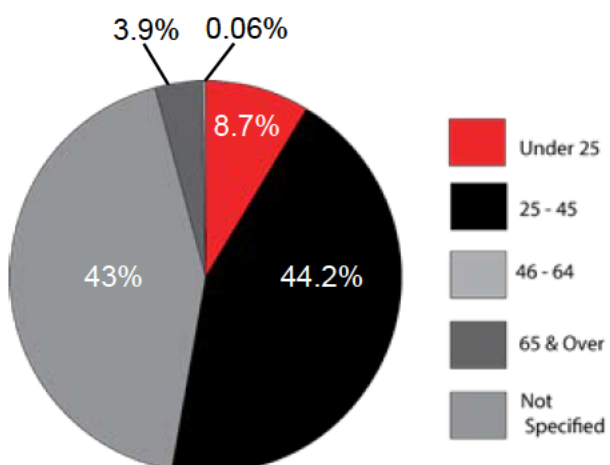




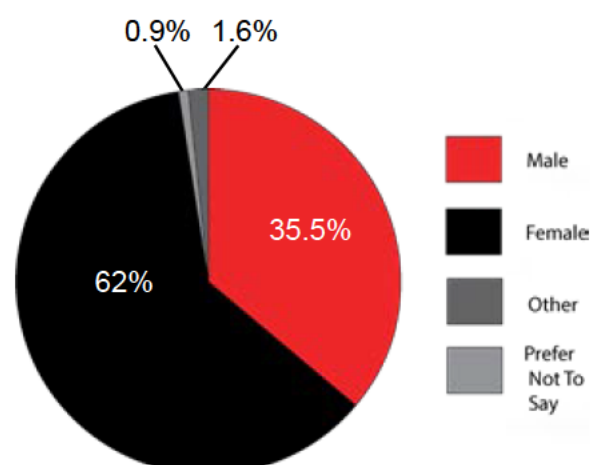
## Learning Fund Learners



## Learners by Age



## Learners by Gender





# Case Studies

## Prospect/BECTU Section

BECTU continually strives to make the film and television industry more inclusive and had demonstrated in previous years with Deaf learners that there were still significant barriers faced by Deaf people who wish to work in the film and television sector.

To tackle this inequality, BECTU decided to improve understanding of Deaf culture by upskilling existing practitioners with Deaf Awareness training and basic British Sign Language (BSL) for use in the workplace.

The course was developed and delivered by a Deaf trainer from Glasgow Clyde College who had taught staff at STV and had insight into film and television production.

In addition, an interpreter who had experience of supporting a Deaf practitioner on the production of the continuing drama River City contributed to the development of the film and television specific signs.

The 30 participants came from a range of departments from across the production spectrum and the content covered Deaf Awareness, Basic Everyday BSL, Basic BSL for Film and TV, and informal BSL practice sessions.

The course was extremely successful and due to subsequent demand was delivered twice, and previous participants were invited back for further practice sessions. BECTU continues to develop further training and BSL resources for film and television with the support of Deaf practitioners.

## Community

Community organised a bespoke Literacy and Numeracy course for learners at RSBi, a supported manufacturing workplace in Glasgow.

Most learners required additional literacy and numeracy training to

progress to the next step in their professional development. The course was delivered by the WEA, and content covered literacy, including spelling and grammar, numeracy, and organising skills such as time management, and the planning and preparation required to successfully pass tests and complete applications. The course also helped learners prepare their applications for an Apprenticeship with Glasgow City Building.

Community also organised a bespoke course in Leadership Skills for first time managers in supported workplaces.

All managers participating worked at RSBi and either had additional support needs themselves or were supervising staff with additional support needs.

The number of participants was kept deliberately low, which meant that in-depth tuition could be provided, resulting in productive outcomes for the learners. In addition, due to the encouragement of the WEA tutor who delivered the course, one of the learners submitted a short story to a writing competition.

These courses demonstrate the bespoke nature of learning that can be provided through the SUL Learning Fund, which would otherwise not take place.

## NUJ Lowlands and Uplands

Through engagement with members, the NUJ identified a need for training for journalists moving from journalism into supervisory and managerial 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 produce a programme of skills development to support their members in moving forward with their careers.

The first course was 'Leadership in

the Newsroom', aimed at mid-career journalists, both staff and freelancers, seeking attributes to equip them with newsroom management and strategy planning skills.

The second course, 'News Verification Skills for Journalists', was aimed at strengthening digital skills and included digital research and developing the next generation of newsroom leaders.

NUJ offered several places to workers from under-represented groups in the first instance, before offering the remaining places to the broader membership. This area of work is being rolled out across Scotland, with positive feedback resulting in a waiting list of workers wanting to participate.

## UNISON Lowlands and Uplands

The impact of the COVID-19 pandemic continues to have acute pressure on services and workers. UNISON has developed, organised, and delivered learning programmes that help workers within social care and the NHS improve their capacity to deal with the ongoing impact of the pandemic.

This is particularly important in the community and private sector where precarious work arrangements are common and amplified by a lack of training opportunities which results in a lack of job security, job fulfilment, and effective voice.

There remains a need for social care staff to achieve the required vocational qualification and meet the SSSC registration requirements as well as engage with and have an effective voice in the transformation of social care.

UNISON has developed effective learning programmes to ensure those non-traditional learners and workers with learning needs and low confidence are given the opportunity to increase their confidence, refresh their skills, and successfully complete their vocational qualification.

UNISON works with employers to put in place learning opportunities that encourage staff recruitment and retention and identify career pathways, thereby tackling exclusion and supporting learner needs while improving job fulfilment.

Given the challenges faced by workers across the sector, UNISON works to improve the effective voice of the workforce. Through member learning opportunities, UNISON supports members to increase their confidence in becoming more active in UNISON with a mentored pathway to develop Fair Work practices within their workplaces.

### **Educational Institute of Scotland Lowlands and Uplands**

Professional learning is integral to the professional identity of Scottish educators; ensuring the sustainable skills development of the teaching profession, it is both a right and a requirement.

While professional learning is predominantly self-directed, with the workers as the leader of their own learning, a careful balance is required between the needs and aspirations of learners, and the policy and practice drivers of the workplace.

The EIS has developed a programme of professional workforce development which brings together the needs and demands of the workforce while considering that of the wider education sector.

The EIS works within internal structures to ensure the programme is union-led and inclusive, with participation in the design and delivery of the programme being guided by members, primarily by the EIS Council, Education Committee, CPD Sub-Committee, and Learning Rep Network.



The powerful and positive impact of the union's programme is felt across the membership and within educational settings, as the union adapts to the changing needs of professional learning and the subsequent demands from the workforce.

### **Union Learning in the Highlands and Islands**

Projects in the Highlands and Islands continue to work collaboratively, strengthening relationships and expanding scope for future work. Union Learning Co-ordinators meet regularly to share resources, information, and good practice. SAU, NUJ and UNISON have worked on a joint learning programme focusing on communication, creativity, and wellbeing for work.

Learning pathways are now embedded within the work of Highlands and Islands projects, offering learners the opportunity to work towards qualifications through structured programmes.

Several social care workers were able to complete two modules of the 'Leading and Managing Social Care Services CPD Award', through the UNISON Highlands and Islands project. They plan to complete the qualification in the new funding year.

The Unite Highlands and Islands project has established excellent links with training providers to support workers in renewable energy sectors and have seen significant increase in levels of interest for re-skilling from workers across the region.

The RMT Highlands and Islands project continues to demonstrate a firm commitment to equality, diversity and inclusion at CalMac through positive employer engagement.

EIS and FBU Learning Fund projects have successfully expanded the reach of their respective projects despite ongoing budget limitations.

SUL is now an established member of the Highland Third Sector Interface Employability Group, which brings together key stakeholders from across the region to support communities and individuals to find and sustain employment.

### **UNISON Highlands and Islands**

Recent learning surveys conducted by the project among Early Years Practitioners and Pupil Support Assistants across the Highlands and Islands indicated a need for training around neurodiversity.

The Project used SUL funding to develop a new course and help staff gain new skills and knowledge around neurodiversity as part of a Learning Pathway.

The SUL Highlands and Islands Team team identified a learning provider that delivered a very well received course: Autism and Neurodiversity North Scotland (A-ND) was founded in 1987 by a small group of parents and professionals, who were concerned for the needs of autistic individuals.

A-ND delivered an introductory half-day session (online) to a group of Early Years Practitioners and Pupil Support Assistants, during which they gained an understanding of neurodiversity and learned about communication and sensory needs of neurodivergent children. They also discussed strategies and techniques to address barriers and modify impact.

This introductory course will be followed by more advanced sessions, so the participants will acquire skills and knowledge that will enable them to provide more inclusive support and adjustments that enable children to reach full potential and thrive; and become an Effective Voice in the workplace and fight stigma, discrimination, and prejudice.

The course made a significant impact on those who took part, many of whom are continuing to engage with learning through this project.

### **RMT Highlands and Islands**

Over the last few years, the RMT Highlands and Islands project has attempted to initiate activity on environmental issues and highlight how the climate emergency affects the maritime industry and workers both ashore and working at sea.

During the year, the project sought delivery partners that were able to engage with these issues, and worked



with Keep Scotland Beautiful (KSB) on a plan of activity for Scotland's Climate Week in September 2024.

The focus was based on key areas of Food, Transport, Waste, At Home and Nature, how we as workers and citizens currently approach them, and more importantly, how we can change our lifestyles and daily routines to improve our impact on the environment.

Along with KSB, the project engaged with Katrine Hoey, Environmental Specialist in CalMac, who shared her experience and knowledge of key aspects of the CalMac Environmental Strategy.

Sessions were delivered to accommodate the 'two weeks on two weeks off' shift patterns, and were well attended, with positive feedback on how to progress with climate emergency, both within the maritime industry and in workers' personal lives.

The project is currently exploring ways of working with established groups within Calmac, and also within the

structures of the RMT to develop this work further and sustain the focus on climate emergency. The training was a major first step for the project, and the RMT continues to engage with learners and Calmac.

## Scottish Artists Union Highlands and Islands

The creative arts community has long been a home to many who might be described as neurodivergent, yet working as a neurodivergent person within the arts today can be challenging and difficult.

SAU understands that artists need to access training in how to better understand themselves and the people they work with. This course was designed to significantly increase participants' confidence to ask for what they need to flourish within a career in the arts.

Scottish Artists Union staged a series of three online discussions introducing neurodiversity and neurodivergent identity to arts practitioners.

The sessions were developed by artist and researcher Simon Yuill, with a wide range of invited speakers including artists, academics, and neurodivergent project specialists.

Building on current research, the course encompassed neurodivergent artists holistically as their neurodivergence may intersect with other protected or marginalised identities/ characteristics, e.g. age, ethnicity, sexuality, gender identity, caring responsibilities or rurality.

In particular, neurodivergent people are very likely to have other disabilities, and this complexity needs to be borne in mind when creating opportunities and supportive workplaces.

The course was supported by a resource of further reading and material that participants can access online. In addition, recordings of the sessions were made available to members online via the SAU website.

# Workforce Development

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

- Aegis delivered a programme of learning to support financial services workers at Aegon and Atos in Edinburgh.
- BFAWU has worked across the food industry to support workers to develop their skills.
- Community has been working with new sectors to improve the skills of Dental Nurses and AA drivers.
- Communication Workers' Union has a ULR-led programme which has developed workplace skills in the fast-moving communications sector, with workers gaining accredited learning to ensure their progression.
- EIS in Highlands and Islands has developed a programme of learning with a community learning focus

to include key stakeholders in rural communities.

- The FBU project, supported by the Scottish Fire and Rescue Service, has been developing the skills of workers to retain high levels of health and fitness essential to retaining their roles.
- In Highlands and Islands, FBU has engaged workers in Orkney and Thurso in various learning programmes, extending the project's reach across the region.
- NUJ has continued to develop specialist technical skills for journalists and related professions.
- In Highlands and Islands, NUJ has renewed relationships with all major media employers, allowing the project to reach workers in rural and urban settings.
- PFA Scotland has been supporting professional footballers reaching the

end of their playing careers to develop skills for a second career path and, where necessary, to have skills to move into a different sector.

- Prospect/BECTU has developed a specialist programme of skills development for workers in Film and TV, Live Events, Theatre and Radio Entertainment.
- The RMT's strategic objective through the learning project is to increase opportunities for workers to gain new knowledge and confidence to develop within their place of work.
- The RMT Highlands and Islands project has extended union participation on several workforce development committees at CalMac.
- Scottish Artists Union has created a network of support for freelance workers across Highlands and Islands through learning and development.



- USDAW has developed learning agreements with new employers to recruit ULRs and members and improve the skills of workers in the wholesale sector.
- UNISON in the Highlands and Islands has established a working relationship with the University of the Highlands

and Islands in Orkney to enable public sector workers to access accredited learning to help them progress.

- Unite has been organising accredited and non-accredited skills programmes to enhance workers' employability, and to develop opportunities for workers to progress.

- The Unite Highlands and Islands project has established new links with employers and training providers in Inverness, creating potential for new opportunities in learning and employment.

## Everyday Skills

SUL defines Everyday Skills as the language, literacy, numeracy and basic IT, digital skills and increasingly cyber security skills required both in the workplace and at home.

Everyday Skills activity also includes English language learning for those

who do not have English as their first language, and support for learners who may be neurodivergent, or have other learning difficulties and disabilities.

SUL promotes Everyday Skills activity through Development Fund and Learning Fund Projects, Everyday

Skills Events, Learning Conferences, STUC Equalities Committees, Health & Safety Networks and ULR Development Days. Scottish Union Learning works with Scottish Government and other external partners to raise awareness of Everyday Skills needs and suitable means of support.

## 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, in partnership with Digital Skills Education Ltd.

During the year, over 960 learners participated in cyber security workshops. There have been approximately 100 users of the Cyber Worker's Toolkit every month, and four unions have embedded the Toolkit into their learning platforms.

Almost 1000 learners have completed the training included in the four stand-alone videos which were developed to provide learners with the opportunity to complete cyber security training online.

### Cyber Resilience Case Study: Digital Wellbeing and Cyber Security

Building on the success of previous cyber security training programmes, this project concentrated on building cyber security, as well as digital wellbeing skills, using mobile phones.

Digital Skills Education Ltd developed and delivered workshops which provided learners with information and knowledge about how to learn about the negative effects of spending too much time on their phones, and techniques they could use to improve their relationship with technology in a more positive and less intrusive way.

In addition, they learned about how to detox and declutter the information on their phones and keep themselves safe from cyber criminals.

The project focused on workers from marginalised groups including those from disadvantaged backgrounds; in low-paid jobs; living in remote and/or isolated communities; over the age of 50; who did not have English as their first language; were disabled and/or had learning support needs; and those from ethnic minority backgrounds.

Of the 961 learners who participated in the workshops over 75% disclosed that they identified themselves as being included within one or more of the target groups.



# Apprenticeships

The General Council is represented on the Scottish Apprenticeship Advisory Board and Apprenticeship Approval Group through SUL.

This ensures that unions have an effective voice in the governance of Apprenticeships in Scotland.

SUL organises the Trade Union Apprenticeship Group (TUAG), which meets quarterly to ensure unions can collectively engage in discussions about the Apprenticeships Programme with Skills Development Scotland (SDS).

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

The TUAG organised the second annual Apprenticeship Event, which took place at the STUC Margaret Irwin Centre in May 2024.

The 2025 Apprenticeships Event took place in March 2025 as part of Scottish Apprenticeship Week.

The focus of the events is to bring

together apprentices and their reps with the common purpose of developing the skills of apprentices.

Throughout the year, SUL worked with affiliates to ensure union representation and influence in the development of Apprenticeship Standards and Frameworks, including:

- Accounting
- Archaeology
- Construction (Carpentry and Joinery)
- Construction (Design and Contracting)
- Construction (Fitting Building Interiors)
- Customer Service
- Electrical Installation
- Engineering
- Fashion and Textiles
- Hospitality
- HVAC
- Land Use
- Plumbing
- Transport (Rail)
- Transport (Road)
- Dental Nursing
- Social Work



## SUL Conferences & Events



During the year, several events were organised by SUL.

These include the SUL Fringe Event at Congress in April 2024, Apprenticeship Event in May 2024, Everyday Skills Event (online) in February 2025, and the Apprenticeship Event in March 2025.

SUL piloted a new format for the Highlands and Islands Learning Conference in June 2024, running an online Union Learning Week, instead. This included webinars delivered by Dementia Scotland, Digital Skills Education Ltd, and Samaritans Scotland.

The event was well attended and received positive feedback from delegates.

SUL also participated in numerous other events, including STUC Congress and Equality Conferences, and those organised by partner organisations.



# Work With Partners

The General Council is represented on many external organisations and working groups by the SUL Director and senior SUL staff.

These include Scottish Government Groups on Learning and Skills, Skills Development Scotland, The Open University in Scotland, Scottish Book Trust, ESOL Scotland, Zero Waste Scotland, Scottish Credit and Qualifications Framework, Dyslexia Scotland, Learning Link Scotland,

Money Advice Scotland, Enable Works, Playlist for Life, Samaritans, Show Racism the Red Card, and the National Manufacturing Institute Scotland (NMIS).

SUL has also engaged with new partners and groups, including UHI Orkney, High Life Highland, and the Highland Third Sector Interface Employability Group.



# TUC Education

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, and SUL staff continue to attend TUC and unionlearn events.

Scottish-specific online learning

modules are in development and will complement existing union rep training resources.

SUL is also working with TUC Education to support the Union Learning Rep training and development requirements of the SUL-funded union learning projects due to begin in April 2025.

The Trade Union Education Strategy Group continues to meet to facilitate wider discussions on rep training and development with affiliates, and to ensure appropriate models of training can be developed and delivered.

# SUL Communications

SUL has continued to ensure a live online presence utilising social media channels.

Further information on the work of SUL which expands upon the activities described in this report can be accessed by visiting the **SUL website**: [www.scottishunionlearning.com](http://www.scottishunionlearning.com)

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

**Facebook:** [www.facebook.com/scottishunionlearning](https://www.facebook.com/scottishunionlearning)

**LinkedIn:** <https://www.linkedin.com/company/scottish-union-learning>



# 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 and wellbeing, Fair Work, 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](http://www.scottishunionlearning.com)

[www.linkedin.com/company/scottish-union-learning](https://www.linkedin.com/company/scottish-union-learning)

[learning@stuc.org.uk](mailto:learning@stuc.org.uk)



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
- End of Life and Palliative Care Needs
- Digital poverty
- Fuel poverty and the reinstatement of a Universal Winter Fuel Allowance for all pensioners
- 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 2025

**Campaigning for a Better Deal for Older People since 1992**



## Personal injury, employment and family lawyers for trade union members

Thanks very much to both my union and Allan McDougall Solicitors for their great help in sorting out my case. Prompt and comprehensive advice. Well worth my trade union membership.

Greatly appreciative of all the hard work that has gone into my case. And to my union for being there when I needed them. A huge thank you to all concerned at Allan McDougall Solicitors, always there for guidance and support when I needed it.

Very knowledgeable and a great service for our union members.

What a great boost of confidence it was to know that Allan McDougall Solicitors and my trade union were there, on our side, when we had thought the system was going to walk all over us. A great big heartfelt thank you.

[info@allanmcdougall.co.uk](mailto:info@allanmcdougall.co.uk)  
**0808 560 0872 (freephone)**  
[allanmcdougall.co.uk](http://allanmcdougall.co.uk)



## SECTION 03

# APPENDICES





# DELEGATES TO CONGRESS 2025

## TRADE UNIONS

### Aegis the Union

\*B Linn  
R Markham  
(2 male / 0 female)

### Associated Society of Locomotive Engineers and Firemen

J Baxter  
C Beharrie  
A Dale  
\*K Lindsay  
(4 male / 0 female)

### Bakers, Food and Allied Workers Union

\*S Woolley  
(0 male / 1 female)

### British Dietetic Association

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

### Chartered Society of Physiotherapy

L Boudreau  
S Brown  
C Craig  
\*F MacKellar  
(0 male / 4 female)

### Communication Workers Union

S Adeyosoye  
\*C Anderson  
P Dunn  
H Gaffney  
S Hartles  
F Henderson  
J McAlinden  
G McLatchie  
P Rourke  
(5 male / 4 female)

### Community

P Abernethy  
A Carrigan  
R Clark  
A Dowling  
C McDonald  
\*S McGurk  
(2 male / 4 female)

## Educational Institute of Scotland

N Anderson  
S Augestad  
A Bamford  
D Belsey  
A Bradley  
E Burns  
J Chrystal  
\*A Crosbie  
M Dolan  
N Fisher  
C Fleming  
M Fleming  
D Gibson  
T Hands  
A Harley  
N Henderson  
D Holland  
S Iddir  
A Keenan  
J Lucas  
P McEwan  
J McKeown  
A Meechan  
D Morris  
S Nayyer  
S Quinn  
D Stantchev  
L Stewart  
C Sullivan  
A Sutcliffe  
(11 male / 18 female/ 1 n/a)

### Equity

A Alexander  
J Cameron-Brown  
L Carruthers  
\*M Curran  
N Gerson  
K Miller  
(1 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

K McCrone  
B Selby  
\*G Sproul  
(4 male / 2 female)

### GMB

G Agbor  
T Beattie  
K Buchanan  
L Carr-Pollock  
T Carr-Pollock  
B Carson  
K Dennis  
J Dolan  
\*A Drylie  
L Gilmour  
J Lennox  
A Logan  
B Miller  
M Mulligan  
T Richardson  
C Robertson  
R Steel  
M Will  
J Wilson  
(11 male / 8 female)

### Hospital Consultants and Specialists Association

\*A Robertson  
(1 male / 0 female)

### Musicians' Union

A Arockiam  
C Baird  
\*B Lunn  
C Sewell  
(2 male / 2 female)

### NASUWT

M Akoub  
D Anderson  
S Brown  
\*M Corbett  
B Easton  
K Gillanders  
N James  
A Khanam  
T Lillis  
R McCready  
S Walker  
C Wood  
(5 male / 6 female/ 1 other)

## National Union of Journalists

\*S Barrow  
I Hill  
C Landin  
(2 male / 1 female)

## National Union of Mineworkers: Scotland

\*T Adams  
(1 male / 0 female)

## National Union of Rail, Maritime and Transport Workers

S Boyle  
E Burns  
R Conlon  
J Cruickshank  
E Dempsey  
D Douglas  
A Duncan  
M Duncan  
M Duncan  
D Henderson  
G Holmes  
A Joss  
G Manson  
Z Maroti  
\*G Martin  
D Muldoon  
G Pollock  
D Skilling  
G Welch  
(15 male / 4 female)

## Nautilus International

\*M Gray  
G Mudie  
M Smyth  
(3 male / 0 female)

## Pharmacists' Defence Association

O Dabiri  
\*P Day  
P Flynn  
M Hickey  
(3 male / 1 female)

## POA Scotland

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

## Prospect

L Backhouse  
C Butler  
D Connolly  
J Crawford  
W Dickson  
S Edwards  
S Ewing  
D Foote  
N Geddie  
L Gollogly  
R Hardy  
B Harvey  
D McGill  
\*I Perth  
S Robertson  
D Scullion  
P Wadley  
P Wilson  
(13 male / 5 female)

## Public & Commercial Services Union

C Boyd  
K Brown  
\*M Cavanagh  
R Gibson  
F Heathcote  
L McGachey  
S McLean  
V Menzes-Jackson  
C Rae  
(3 male / 6 female)

## The Royal College of Midwives

C Haynes  
\*L Low  
(0 male / 2 female)

## The Royal College of Podiatry

G Laurence  
\*B Morrison  
Y Myler  
(1 male / 2 female)

## Scottish Artists Union

\*B Owens  
T Rogovic  
(1 male / 1 female)

## Society of Radiographers

A Ali  
L Barrett  
\*H Buchanan  
F MacLeod  
L McDonald  
(0 male / 5 female)

## Transport Salaried Staffs' Association

\*M Eslamdoust  
S Lawrence  
A O'Hare  
(2 male / 1 female)

## Union of Shop, Distributive and Allied Workers

K Burr  
E Dennis  
S Donaldson  
\*T Doonan  
G Grigoras  
B Hughes  
J Jones  
W Keogh  
P Lillis  
D McCrossen  
J McFadyen  
E McInnes  
L McLean  
G Menzies  
S Queen  
R Ross  
R Stewart  
P Watson  
A Will  
(11 male / 8 female)

## UNISON Scotland

\*B Aitchison  
F Bayer  
W Brown  
F Cairns  
T Caleary  
W Docherty  
M Ferguson  
S Graham  
M Houston  
P Hunter  
C Kane  
I Kirk  
J Langler Legge  
S Larkin  
S Low  
L Macer  
M Maguire  
R Martin  
C McAnea  
F McDonald  
L O'Hara  
F Pollock

M Quigley  
D Rankin  
S Smellie  
L Thompson  
M Valenti  
J Wilson  
(11 male / 18 female)

## Unite the Union

D Bell  
C Bowen  
A Brady  
G Buchanan  
C Campbell  
S Carpenter  
G Coltart  
S Cox  
J Cullinane  
S Deans  
S Dillon  
E Dougall  
D Eden  
S Fitzgerald  
H Gilfillan  
J Gillespie  
S Graham  
A Green  
G Haines  
C Hamilton  
E Hope  
P Hughes  
A Kennedy  
C Kennedy  
S Lindsay  
A MacLean  
D Maguire  
A Mccready  
C McKay  
D McKenzie  
P Mooney  
J O'Connell  
S Payne  
A Rafferty  
B Robertson  
E Stevenson  
M Thirgood  
\*D Thomson  
R Tobias  
C Watson  
C Yeudall  
C Young  
(33 male / 9 female)

## University and College Union Scotland

G Buttars  
A Daly  
J Findlay  
G Gwenffrewi  
M Hersh  
O Ilesanmi  
M Looby  
M Mathison  
\*M Senior  
L Wanggren  
(3 male / 6 female / 1 non-binary)

## United Road Transport Union

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

## TRADES COUNCILS

### Aberdeen Trades Union Council

J Christie  
S Gray  
\*K Ramsden  
(2 male / 1 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  
G Hunter  
J Malone  
(3 male / 0 female)

### East Kilbride & South Lanarkshire Trades Union Council

C Murray  
B Ramsey  
\*K Wallace  
(3 male / 0 female)

### Edinburgh Trades Union Council

\*D Loughney  
C Robertson  
S West  
(2 male / 1 female)

### Fife Trades Union Council

L Davis  
\*T Kirby  
L Kopiej  
(1 male / 2 female)

### Glasgow Trades Union Council

\*J McCarey  
K Stoddart  
(1 male / 1 female)

### Greenock and District Trades Union Council

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

### Irvine & North Ayrshire Trades Union Council

J Gibson  
\*J McDaid  
(1 male / 1 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  
S McNamara  
(2 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

\*L Clark  
(1 male / 0 female)

## STUC CONFERENCES

### Black Workers

T Ahmed  
C Govind  
Z Hussain  
K Mohammed  
\*S Ner  
R Sadiq  
(2 male / 4 female)

### Disabled Workers

M Boyd  
J Ferguson  
M Finn  
\*T Sneddon  
C Sweeney  
(1 male / 4 female)

### LGBT+ Workers

A Cameron Burns  
M Craig  
J Douglas  
C Reichle  
\*S Wakelam-Munro  
(2 male / 2 female)

### Young Workers

S Duncan  
S Ken  
C McCail  
R Ross  
\*N Stolvoort  
(3 male / 2 female)

**\* Denotes Leader of Delegation**



# UCU SCOTLAND WELCOMES DELEGATES TO STUC CONGRESS



# AFFILIATED ORGANISATIONS

## TRADE UNIONS

### Accord

**General Secretary – Ged Nichols**



[www.accord-myunion.org](http://www.accord-myunion.org)

### Aegis the Union

**General Secretary – Brian Linn**



[www.aegistheunion.co.uk](http://www.aegistheunion.co.uk)

### Associated Society of Locomotive Engineers & Firemen (ASLEF)

**General Secretary – Mick Whelan**



**District Organiser – Kevin Lindsay**



[www.aslef.org.uk](http://www.aslef.org.uk)

### Association of Educational Psychologists

**General Secretary – Awaiting Election Result**



[www.aep.org.uk](http://www.aep.org.uk)

### Bakers, Food & Allied Workers' Union (BFAWU)

**General Secretary – Sarah Woolley**



**Regional Officer – Mark McHugh**



[www.bfawu.org](http://www.bfawu.org)

### BALPA

**General Secretary – Amy Leversidge**



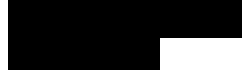
[www.balpa.org](http://www.balpa.org)

### British Dietetic Association (BDA)

**General Secretary – Elizabeth Stockley**



**National Employment Relations Officer – Simon Fevre**



[www.bda.uk.com](http://www.bda.uk.com)

### British & Irish Orthoptic Society

**General Secretary – Samantha Aitkenhead**



[www.orthoptics.org.uk](http://www.orthoptics.org.uk)

### Chartered Society of Physiotherapy

**General Secretary – John Cowman**



**Senior Negotiating Officer – Claire Ronald**



[www.csp.org.uk](http://www.csp.org.uk)

### Communication Workers' Union (CWU)

**General Secretary – Dave Ward**



**Regional Secretary Scotland – Craig Anderson**



[www.cwu.org](http://www.cwu.org)

## Community

**General Secretary – Roy Rickhuss CBE**



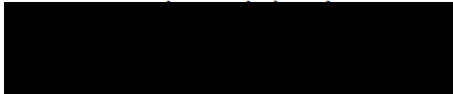
**Regional Secretary Scotland & Northern Ireland – Steve Farrell**



[www.community-tu.org](http://www.community-tu.org)

## Educational Institute of Scotland (EIS)

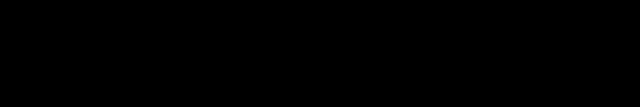
**General Secretary – Andrea Bradley**



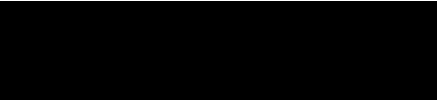
[www.eis.org.uk](http://www.eis.org.uk)

## Equity

**General Secretary – Paul Fleming**



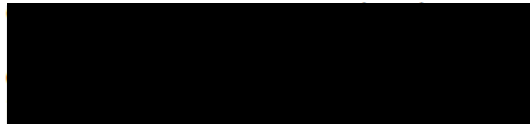
**National Official Scotland – Marlene Curran**



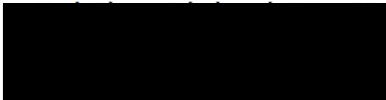
[www.equity.org.uk](http://www.equity.org.uk)

## FDA

**General Secretary – Dave Penman**



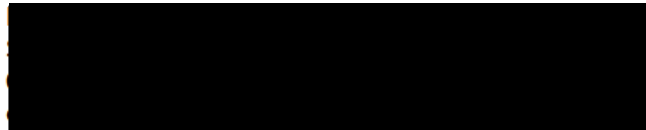
**National Officer – Allan Sampson**



[www.fda.org.uk](http://www.fda.org.uk)

## Fire Brigades Union

**General Secretary – Steve Wright**



[www.fbu.org.uk](http://www.fbu.org.uk)

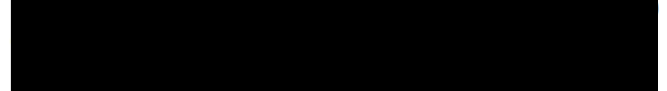
**Regional Secretary – John McKenzie**



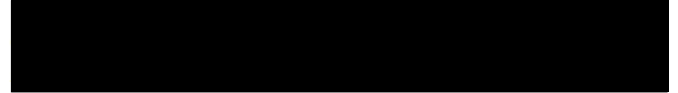
<https://www.fbu.org.uk/regions-nations/scotland>

## GMB

**General Secretary – Gary Smith**



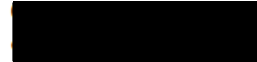
**Scottish Secretary – Louise Gilmour**



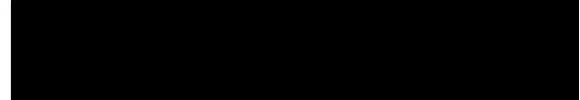
[www.gmb.org.uk](http://www.gmb.org.uk)

## Hospital Consultants & Specialists Association (HCSA)

**General Secretary – Paul Donaldson**



**National Officer – Allan Robertson**



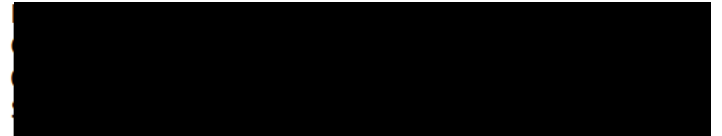
[www.hcsa.com](http://www.hcsa.com)

## Musicians' Union (MU)

**General Secretary – Naomi Pohl**



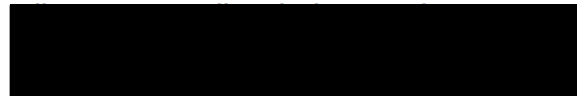
**Regional Organiser Scotland & Northern Ireland – Caroline Sewell**



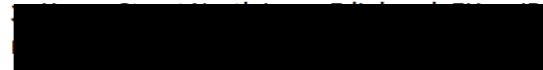
[www.musiciansunion.org.uk](http://www.musiciansunion.org.uk)

## NASUWT

**General Secretary – Patrick Roach**



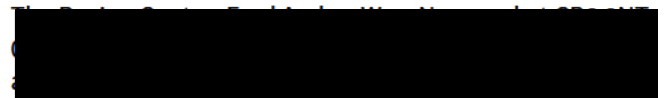
**National Official Scotland – Mike Corbett**



[www.nasuwt.org.uk](http://www.nasuwt.org.uk)

## National Association of Racing Staff

**Chief Executive – George McGrath**



[www.naors.co.uk](http://www.naors.co.uk)





### National Union of Journalists (NUJ)

General Secretary - Laura Davison

National Organiser for Scotland - Nick McGowan-Lowe

[www.nuj.org.uk](http://www.nuj.org.uk)

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

General Secretary - Eddie Dempsey

Regional Organisers Scotland - Gordon Martin,  
Michael Hogg & Ann Joss

[www.rmt.org.uk](http://www.rmt.org.uk)

### Nationwide Group Staff Union (NGSU)

General Secretary - Emma Clay

[ngsu.org.uk](http://ngsu.org.uk)

### Nautilus International

General Secretary - Mark Dickinson  
Head of Industrial - Micky Smyth

[www.nautilusint.org](http://www.nautilusint.org)

### NUM (Scotland Area)

President / General Secretary - Nicolas Wilson

[www.num.org.uk](http://www.num.org.uk)

### PDA Union

General Secretary - Mark Pitt

National Officer for Scotland - Paul Flynn

[www.the-pda.org](http://www.the-pda.org)

### Prison Officers' Association Scotland (POA Scotland)

Assistant General Secretary Scotland - Phil Fairlie

[www.pouk.org.uk](http://www.pouk.org.uk)

### Professional Footballers' Association Scotland (PFA Scotland)

General Secretary - Fraser Wishart

[www.pfascotland.co.uk](http://www.pfascotland.co.uk)

### Prospect

General Secretary - Mike Clancy

National Secretary - Richard Hardy

[www.prospect.org.uk](http://www.prospect.org.uk)

### Public & Commercial Services Union (PCS)

General Secretary - Fran Heathcote

National Officer for Scotland - Ruby Alden Gibson

[www.pcs.org.uk](http://www.pcs.org.uk)

### Royal College of Midwives

General Secretary - Gill Walton

Director for Scotland - Jaki Lambert

[www.rcm.org.uk](http://www.rcm.org.uk)

## Royal College of Podiatry

General Secretary - Jane Pritchard

Employment Relations Officer (Scotland & NI) -  
Graham Pirie

[www.rcpod.org.uk](http://www.rcpod.org.uk)

## Scottish Artists Union

President - B.D. Owens

[www.artistsunion.scot](http://www.artistsunion.scot)

## Scottish Secondary Teachers' Association (SSTA)

General Secretary - Seamus Searson

[www.ssta.org.uk](http://www.ssta.org.uk)

## Scottish Society of Playwrights

Co-Chairs - Kris Haddow & Peter Arnott

[www.scottishsocietyofplaywrights.co.uk](http://www.scottishsocietyofplaywrights.co.uk)

## The Society of Authors

General Secretary - Anna Ganley

Senior Policy Manager (Scotland) - Sam Gonçalves

[www2.societyofauthors.org](http://www2.societyofauthors.org)

## The Society of Radiographers

General Secretary - Richard Evans

[www.sor.org](http://www.sor.org)

## Transport Salaried Staffs' Association (TSSA)

General Secretary - Maryam Eslamdoust

[www.tssa.org.uk](http://www.tssa.org.uk)

## Union of Shop, Distributive & Allied Workers (USDAW)

General Secretary - Paddy Lillis

Regional Secretary, Scottish Region - Tony Doonan

[www.usdaw.org.uk](http://www.usdaw.org.uk)

## UNISON

General Secretary - Christina McAnea

[www.unison.org.uk](http://www.unison.org.uk)

Scottish Secretary - Lilian Macer

[www.unison-scotland.org](http://www.unison-scotland.org)

## Unite the Union

General Secretary - Sharon Graham

Scottish Secretary - Derek Thomson

[www.unitetheunion.org](http://www.unitetheunion.org)

## United Road Transport Union

General Secretary - Robert Monks

Scottish Regional Officer - Peter McKeivitt

[www.urtu.com](http://www.urtu.com)



**University & College Union**  
**General Secretary - Jo Grady**

**Scotland Official – Mary Senior**

[www.ucu.org.uk](http://www.ucu.org.uk)

**Writers' Guild of Great Britain (WGGB)**  
**General Secretary – Ellie Peers**

[www.writersguild.org.uk](http://www.writersguild.org.uk)

## **TRADES UNION COUNCILS**

**Aberdeen**  
**Andrew MacGregor**

[www.atuc.org.uk](http://www.atuc.org.uk)

**Clydebank**  
**Thomas Morrison**

**Dumfries & Galloway**  
**John Dennis**

**Dundee**  
**Mike Arnott**

**East Ayrshire**  
**Arthur West**

**East Kilbride & South Lanarkshire**  
**Hazel Marshall**

**Edinburgh**

**Falkirk**

**Duncan McCallum**

**Fife**

**Thomas Kirby**

**Glasgow**

**Coll McCail**

**Greenock & District**

**Edward Macdonald**

**Inverness & District**

**Munro Ross**

**Irvine & North Ayrshire**

**Arthur West**

**Midlothian**

**Rab Paterson**

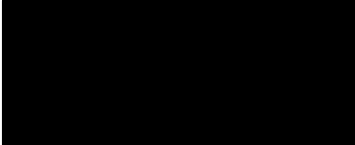
**Moray**

**David Blair**



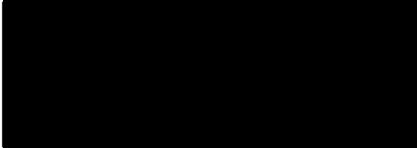
North Lanarkshire

David Hainey



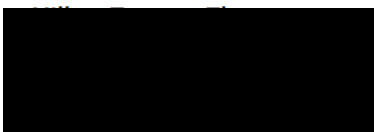
Paisley & District

Robert Parker



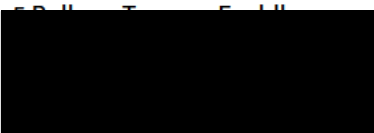
Thurso & Wick

John Deighan



West Lothian

Neil Findlay



# GENERAL COUNCIL MEETINGS

General Council Member	Possible Attendance	Actual Attendance	General Council Member	Possible Attendance	Actual Attendance
Lilian Macer	7	7	Ewing Hope	7	6
Richard Hardy	7	6	Peter Hunter	7	6
Mary Senior	7	6	Ben Lunn	7	6
Brenda Aitchison	7	4	Gordon Martin	7	7
Mary Alexander**	3	3	Jennifer McCarey	7	6
Mike Arnott	7	6	Bill Miller	7	3
Cat Boyd	7	5	Khadija Mohammed	7	5
Andrea Bradley	7	5	Josh Morris**	0	0
Mike Corbett	7	6	Frances Pollock	7	5
Susan Donaldson	7	5	Susan Quinn	7	7
Tony Doonan*	5	3	Pauline Rourke	7	6
Elaine Dougall	7	0	Raza Sadiq	7	7
Jenny Douglas	7	4	Tony Slaven	7	5
Annette Drylie	7	5	Gus Sproul	7	6
Nicola Fisher	7	6	Derek Thomson	7	4
Natasha Gerson	7	0	Stewart Wakelam-Munro	7	5
Tracy Gilbert**	1	0			
John Gillespie	7	4			
Louise Gilmour	7	2			
Margaret Gilmurray	7	1			

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

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

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## CONTACT THE STUC

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

General enquiries should be sent to

[illegible]



# AFFILIATED ORGANISATIONS BY SECTION & MEMBERSHIP

The following Trades Unions (44) and Trades Union Councils (19) have affiliated to the Scottish Trades Union Congress for the year 2025/26.

The total affiliated membership is 548,736 .

SECTION A	Members	% Women Members
Accord	3,980	65%
Aegis the Union	953	60%
Associated Society of Locomotive Engineers and Firemen	2,018	7.42%
Bakers, Food and Allied Workers' Union	357	26%
BALPA	791	5%
Community	3,280	44.45%
Equity	2,729	53%
GMB	50,802	50.8%
Musicians' Union	2,683	36.2%
National Association of Racing Staff	327	64.53%
National Union of Journalists	1,459	40%
National Union of Rail, Maritime and Transport Workers	10,075	15%
Nationwide Group Staff Union	485	48%
Nautilus International	2,510	5.18%
National Union of Mineworkers (Scotland Area)	25	0
Pharmacists' Defence Association	2,867	70 %
Professional Footballers Association Scotland	1,722	11%
Scottish Artists Union	2,657	70%
Scottish Society of Playwrights	175	51.42%
Society of Authors	1,007	51%
Transport Salaried Staffs' Association	1,498	31.7%
Union of Shop, Distributive and Allied Workers	38,590	53%
Unite the Union	136,000	-
United Road Transport Union	501	6.2%
Writers Guild of Great Britain	147	44%

**SECTION B****Members                      % Women  
Members**

Association of Educational Psychologists	46	93.5%
British and Irish Orthoptic Society	112	93.75%
The British Dietetic Association	985	93.7%
Chartered Society of Physiotherapy	3,900	89.7%
Communication Workers' Union	13,551	18.61%
Educational Institute of Scotland	57,098	75%
FDA	2,018	60.3%
Fire Brigades Union	4,319	9.14%
Hospital Consultants and Specialists Association	148	36.5%
NASUWT	6,967	74%
Prison Officers' Association Scotland	4,038	36.3%
Prospect	16,129	33.08%
Public and Commercial Services Union	25,938	58.4%
Royal College of Podiatry	1,223	78%
Scottish Secondary Teachers' Association	5,173	61.74%
The Royal College of Midwives	4,081	93.3%
The Society of Radiographers	2,204	86.2%
UNISON	123,621	72%
University and College Union Scotland	9,547	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

Andy Anderson	UNISON
Ron Bird	Unite the Union
John Black	Educational Institute of Scotland
Douglas Collins	Unite the Union
Ann Coltart	National Union of Journalists
Ron Cunningham	Unite the Union
Stewart Edmund	Unite the Union
Graham Farquar	Unite the Union and Aberdeen Trades Union Council
Susan Forrest	Educational Institute of Scotland
Claire Fraser	Educational Institute of Scotland
Ian Gasse	National Union of Journalists and Dumfries and Galloway Trades Union Council
Fiona Gray	Educational Institute of Scotland
Eleanor Haggett	UNISON
Will Herald	TWGU/Unite and Dundee Trades Union Council
Pauline Hickman	Educational Institute of Scotland
Derek Hodge	University & College Union
Pauline Ingles	Educational Institute of Scotland
Steven Kenny	Educational Institute of Scotland
Andy Kerr	Communication Workers' Union
Jimmy Livingstone	Unite the Union
Norman MacDonald	Unite the Union
Ken MacMillan	Inverness Trades Union Council
Charlie Malone	AEEU, University & College Union, and Dundee Trades Union Council
Mike McCrink	Educational Institute of Scotland
Jane McKay	Glasgow Trades Union Council, Unite the Union, and former STUC President
Thomas Miller	UNISON
Marion Mooney	GMB Scotland
Sammy Morris	Unite the Union
Sandy Muir	UNISON
Mark Nothard	RMT
Graham Scott	National Union of Journalists
Lynn Sheridan	UNISON and former STUC LGBT+ Committee member
Elizabeth Stitt	University & College Union
William Strang	RMT
Niki Tennant	National Union of Journalists
Graham Turner	RMT
Elliot Young	Educational Institute of Scotland
Ron Webster	Unite the Union



# PAST STUC PRESIDENTS

1897	D McPherson (Glasgow Trades Union Council)	1938	H Ellison (National Union of Railwaymen)
1898	John Keir (Aberdeen Trades Union Council)	1939	R Talor (Scottish Horse and Motormen)
1899	T McBurney (Dundee Trades Union Council)	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 Trades Union Council)	1945	J Young (A.E and S.D)
1905	Robert Smillie (Miners)	1946	Councillor J Campbell (N.U.R)
1906	Bailie W Johnstone (Aberdeen Trades Union Council)	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 Trades Union Council)	1953	A.D. McKeller OBE (A.E.S.D)
1913	Councillor A R Turner (Glasgow Trades Union Council)	1954	J G Bothwell (T.S.S.A.)
1914	Bailie R Climie (Ayrshire Trades Union Council)	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 Trades Union Council)	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 Union 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 Trades Union Council)	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 Trades Union Council)
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 Union 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 Union 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)
		2021	Mary Senior (University and College Union)
		2022	Pat Rafferty (Unite)
		2023	Pauline Rourke (CWU)
		2024	Mike Arnott (Dundee Trades Union Council)

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# STAFF STRUCTURE





# EXTERNAL REPRESENTATION

Apprenticeship Approvals Group	Tommy Breslin	STUC
Board of the Forth Greenport	Dave Moxham	STUC
Early Learning and Childcare Workforce Project Board	Linda Somerville	STUC
Enginuity Alliance	Tommy Breslin	STUC
Fair Work Convention Board	Rozanne Foyer	STUC
Fair Work Convention Board	Peter Hunter	UNISON
Gender Pay Gap Working Group	Francis Stuart	STUC
Glasgow Building Preservation Trust Board	Scott Donohoe	UNISON
Graduate Apprenticeship Enhancement Group	Tommy Breslin	STUC
Grangemouth Future Industry Board Just Transition	Francis Stuart	STUC
Just Transition Commission	Elaine Dougall	Unite the Union
Just Transition Commission	Richard Hardy	Prospect
Just Transition Commission	Jake Molloy	RMT
Ministerial Partnership Action for Continuing Employment (PACE) Partnership	Wendy Burton	STUC
National Strategic Forum for Adult Learning	Wendy Burton	STUC
North Sea Transition Implementation Group	John Boland	Unite the Union
Oil and Gas Energy Transition Industry Leadership Group	Ann Joss	RMT
Oil and Gas Industry Leadership Group and Maximising Economic Recovery Forum	Ann Joss	RMT
Partnership Action for Continuing Employment (PACE) Glasgow Partnership	Tommy Breslin	STUC
Partnership for Health and Safety in Scotland (PHASS)	Dave Moxham	STUC
Project Ability Board	Wendy Burton	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
Skills Development Scotland (SDS), Climate Emergency Skills Action Plan Group	Ann Joss	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 Wellbeing Economy Expert Advisory Group	Rozanne Foyer	STUC
Scottish Government Tax Advisory Group	Dave Moxham	STUC
Scottish Government Fair Work Oversight Group	Dave Moxham	STUC
Scottish National Investment Bank	Rozanne Foyer	STUC
Scottish Parliament Cross Party Group on Women Against State Pension Inequality	Joyce Stevenson	CWU
Scottish Parliament Cross-Party Group on Skills.	Wendy Burton	STUC
Scottish Procurement Supply Group	Linda Somerville	STUC
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
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**PACE**

# **Facing redundancy? PACE can help.**

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