

Scottish Socialist

Party

COUNCIL WORKERS VOICE

UNITE AGAINST LABOUR'S COST-CUTTERS & BULLIES

The Scottish Socialist Party offers 100% support to all Social Care workers, Residential and DACS workers, and the entire Social Work Services workforce in your struggle against cost-cutting, bully-boy bosses.

The council has been outrageous in the way it has under-valued staff and then tried to use anti-trade union laws to bully people into either striking or accepting pay cuts of £1,000 - £5,000 without so much as a wimper. "Cruel and cynical tactics" indeed!

Even the council admits one in three staff lose out on the re-grading. These are staff who do invaluable jobs for some of society's most vulnerable people, yet the council rush to the courts rather than rush to the negotiating table - whilst trying to deliberately provoke a strike.

Residential and DACS workers have been entirely justified in their overtime ban when you look at the cuts to pay and inequality between staff imposed as part of the council's Work, Pay & Benefits Review.

The Social Care workers were entirely justified in a work-to-role-profile, given that that is what the Council bosses say their jobs will now involve. And if the council suspended staff for a legally balloted action, provoking a strike, these workers deserve the fullest possible unity in action from others in Social Work, to prevent them being picked off.

Unite against the cost-cutting bully boys - and demand the funding off the Scottish Executive to guarantee UPgrading of jobs and salaries, not DOWNgrading.

"The council has attempted to cut the wages of Social Care workers. The new role profiles do not match their real responsibilities. They should have been placed in higher role profiles and paid higher salaries.

The council's underlying agenda is that they want to reduce salaries as part of their Work, Pay & Benefits Review.

The council say it would cost £3m to raise the Social Care workers' role profiles, which goes to show this is a cost-cutting exercise, not some kind of pseudo-scientific job assessment.

The council should be going to the new Scottish Executive to demand the necessary funding to ensure equal pay without cuts and proper role profiles that grades workers according to the real jobs they do for the public, including the most vulnerable."

Willie Campbell, UNISON Social Work Services steward

"Residential staff lose out on pay big style because they are only paying overtime on our core pay, not our whole pay, and as everyone knows, Residential services rely heavily on overtime being worked. On top of that there is inequality in payments to staff who work week-ends.

The council want to counter and undermine the overtime ban by massive use of agency staff - which we doubt is even legal!"

A Residential staff UNISON steward



**EQUAL PAY
- NO CUTS
fight 4 funds**



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