

# Scottish Socialist



# Party

## COUNCIL WORKERS VOICE

### SPREAD THE STRIKE

vote YES in the ballot

### UPgrade - not DEgrade!

The Scottish Socialist Party offers 100% support to all Social Care strikers, and the entire Social Work Services workforce, in your struggle against cost-cutting, bully-boy bosses who are treating skilled, dedicated workers with contempt - and pay cuts.

The council has used crude and cynical tactics to try and impose a degrading Role Profile 4 on invaluable, skilled professionals - as part of their attempt to cut costs rather than have the guts to demand extra funding off the Scottish Executive for equal pay without detriment to any staff. They threatened to use anti-union laws - created by the Tories, kept by New Labour - to lay off staff working to Role Profile. They deliberately provoked this strike. Now they have tried to cause division by their offer of a two-tier Social Care workforce - in a letter deliberately sent to people's homes, to bypass the unity and strength of the union.

**These dirty tricks should fuel the resolve and unity of the strikers AND of the Fieldwork Staff who work alongside them.** Combat divide-and-rule tricks with united strike action - spread it through the ballot.

The SSP will do everything possible to help build support on the streets and in other workplaces through joining strikers in street collections, organising workplace meetings and collections, and public rallies to muster public support. Stand firm and united against degrading treatment.

"The council has treated Social Care Workers in a shoddy way, devaluing the vital jobs they do. Role Profile 4 in no way matches up to the level of skills and knowledge required in the job, yet the council expect Social Care workers to carry out work that is not in their Role Profile, and threatened to suspend them if they only did the job according to what is in Role Profile 4. **They should all be upgraded to Role Profile 5.**

The underlying issue is that the job evaluation is a sham, not an objective exercise, but an exercise in cutting costs. The Council plead that it would cost another £3m to put all SCWs on Role Profile 5. So they want to implement their legal obligations on equal pay on the cheap - by cutting the pay of some of the lower paid workers. **And contrary to what they tell the press, they are not putting an extra penny into their new two-tier proposals.**

We need a united campaign to demand the funding off the Scottish Executive to fund equal pay through upgrading, not downgrading, without detriment to a single member of staff. And that is why a YES vote in the ballot is also vital - to prevent divide-and-rule tactics weakening us all as we resist cuts, devaluation of our jobs and increased workload."

**Willie Campbell, UNISON Social Work Services steward**



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



## VOTE YES

- show solidarity with SCW colleagues
  - extend the action to ensure the swiftest possible victory
    - don't bow down to the Council bully-boys who threatened to lay off Fieldwork Staff for refusing to undertake tasks reassigned from striking SCWs
  - if the Council were to isolate and defeat the SCWs, the rest of us in Social Work and the entire council would be next
    - build unity in action - don't let them weaken the union - which would weaken the protection of ALL staff as we resist the cost-cutting regime
    - rally round the SCW strikers - vote YES - and meantime help fund their fight against unjust, degrading Role Profile allocation.
- UNITY IS OUR STRENGTH!**

**JOIN the SSP - Suite 308, 93 Hope St, Glasgow G2 6LD**

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# Scottish Socialist Party - council workers VOICE

**BRIAN ESDALE, UNISON lead steward for Social Care Workers, spoke at a strikers' support meeting called by the Scottish Socialist Party - also addressed by striking postal workers and striking Herald journalists' organisers.**

The meeting was attended by large numbers of trade unionists and socialists who are pledged to organise workplace meetings and collections, and to help organise street collections to fund the fight of Social Care Workers for justice and recognition.

**Below are some of Brian's comments:**

"We do work very like Social Workers - some would say Social Workers on the cheap. Often the same caseload and types of cases, the same complexity of people's needs. There is high level of responsibility on our shoulders.

**The council seems to have lost sight of the fact the two jobs are pretty much the same on the ground. Why else put Social Care Workers two grades below Social Workers?**

In 2004 the re-organisation of Social Work was positive and the pay gap was narrowed. Now it's £10,000 of a gap instead of £3-4,000.

**What we are asking for is a bit of recognition.**

The 1999 Single Status Agreement was supposed to implement the Equal Pay Act of the 1970s. Women have been underpaid for far too long. For example women in DACS got a paltry settlement before Xmas for decades of underpayment.

The job evaluation scheme was unilaterally imposed by the employers, opposed by the unions. It was a hybrid of two systems used elsewhere.

They talk of gainers and losers, but for me the 'gainers' are merely getting what they are owed for the work they do. The council tried a sweetener to the majority, but with 16% losing, out of 33,000, it gives me real hope for the solidarity of workers that we still got the



**"I could have cried when I read the Role Profile. Is that all they think of us?"**

We have trained, slotted in study, bought our own books, carried impossible caseloads, fought bureaucracy to serve the community - yet this is how we are treated."

**A Govan Social Care Worker**

strike vote last December.

Now we have the Role Profiles allocated by the flawed Job Evaluation scheme. Social Care Workers are only asking for a grading that reflects the complexity of the job - not two Role Profiles below a Social Worker.

The Review was an opportunity to correct this, but the same person who had made the allocations was on the Review panel and decided he was right all along! And the same person is also on the Appeal process panel, to appeal the Review!

We had to call off the work-to-role-profile because of the council's threats of legal action, of dismissals.

**That's why we are on strike. People are worried, but hopefully the lost wages are an investment in their future.**

The council are trying divide and conquer - asking some workers to do more work for the same money. And their new suggestions of a two-tiered Social Care workforce would only address the problems of a tiny handful of those involved - at most one in ten.

We are confident. Social Care Workers make up a third of the Fieldwork staff and Fieldworkers are very supportive of us."

## SSP- the workers' party

**It is the SSP - and ONLY the SSP - that has fought since 1998 to abolish the Council Tax and tax the rich their fair share in our progressive income-based Scottish Service Tax - which would benefit 80% of Scots AND raise an extra £800m for local jobs and services.**

For free school meals for every child. To scrap all NHS prescription charges. To get rid of all anti-union laws - used to break up the unity and solidarity of workers.

To end war. To scrap Trident - use the £100bn saved on health, education, housing, services and a free public transport system.

For an independent socialist Scotland that puts the millions before the millionaires

- free healthy school meals and quality childcare for all
  - £8 minimum wage for all over 16 - equal pay for women
  - scrap the Council Tax - tax the rich
  - free public transport for all
  - 100,000 new public sector houses for affordable rent over 4 years
  - public ownership of banks, big industry, services and N Sea oil
  - an independent, nuclear free, socialist Scotland
- Reject the parties of the millionaires - Labour AND SNP. Reject lies and sleaze.**
- Join the party of principled socialism - the SSP.**

**Join the SSP - the party of public ownership, solidarity and socialism**

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