



Scottish public services are facing a crisis caused by the actions of the economically powerful but suffered by ordinary people. Whereas reducing public services will cost jobs and push the economy backwards, investing in public works, health and education can drive it forwards as well as safeguarding the welfare of the Scottish people.

We support local and accountable public services in which the voice of the ordinary people who use and provide public services is heard; where the values of community and the public service ethos are valued; and in which equality of opportunity and outcome is achieved.

We call for government at all levels to commit to:

- Recognise the value and commitment of public service workers through fair pay and conditions including paying a minimum of the Scottish Living Wage and delivering on equal pay; retention of existing pension and retirement compensation agreements. No compulsory redundancies for public service employees.
- An overhaul of tax to ensure a progressive system which supports public spending in the UK and Scotland at a level which allows governments to maintain public services which support those affected by the recession. End the Council Tax Freeze and Small Business Bonus scheme which is starving public services and community organisations of cash.
- Use the public sector as an economic driver. Additional UK government fiscal stimulus to be used by the Scottish Government to create green jobs through sustainable improvements to the transport system and a step change in housing investment to allow both Housing Associations and councils directly to invest in homes and jobs. Expand the use of public sector procurement to achieve lasting benefit for our communities, boost local employment and skills, support sheltered workplaces and promote equality.
- End wasteful PFI/PPP and abandon the Scottish Futures Trust, provide Scottish Government grants for new capital projects to create a true level playing field irrespective of the method of procurement. Set up a Scottish Investment Bank and support the Post Bank. Re-nationalise the railways and keep Scottish Water in the hands of the Scottish people.



- Ensure any proposals to cut public services or significantly alter provision is subject to a stakeholder-centred Equality Impact Assessment which identifies the potential effects on users and staff and which is subject to ongoing monitoring involving all parties including trade unions.
- When public services are subject to procurement or contracting, ensure full engagement of staff and trade unions from the earliest stage of, and throughout, the process. Public sector clients should promote good workforce management practice when tendering. Honour all legal duties and the relevant employment, health & safety and equality protocols for contracted staff.
- Oppose the privatisation or part privatisation of local government services and commit to democratic and accountable models of public service delivery. Pursue genuine efficiencies through excellence by the creation of public service networks. Commit to fully consult with staff over plans for shared services and be realistic about whether and when savings will be achieved.
- Maintain staffing levels in education and teacher training numbers; invest in the Curriculum for Excellence and reduce class sizes; commit to an expansion of early years education and care; and recognize the importance of Scotland's colleges and universities to both the economy and wider society by investing in students and staff.
- Focus on tackling Scotland's health inequalities and maintain the NHS Scotland partnership model. Listen to the voice of patients and the voice of staff through democratised health boards and workplace partnership. No role for the private sector in capital investment in hospitals, GP surgeries or community services. Prudential borrowing powers for NHS Scotland.
- Use the tax, benefit and employment services to promote opportunity and wealth redistribution through properly resourced offices and fairly paid staff. Recognise that for many there are multiple barriers to securing employment and promote a joined up and properly funded approach to supporting people into work.
- Recognise the value of the voluntary sector as a key service provider alongside direct public provision. Oppose routine service retendering; offer stability through adequate length of contracts; and ensure that voluntary sector providers are fairly treated, fairly funded and that the knowledge, care and expertise of its workers is rewarded through pay, conditions and pensions comparable to public sector employees.

