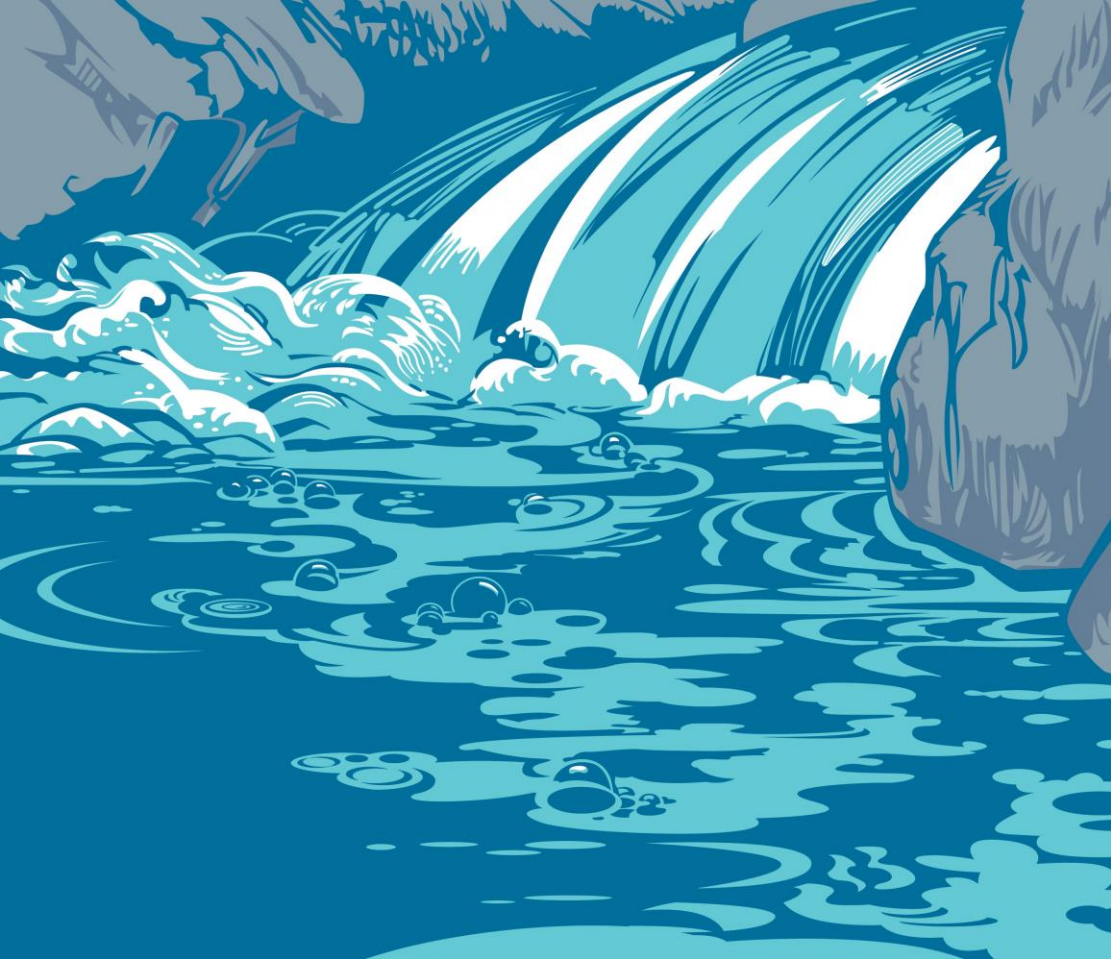


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A View From Scotland...

Two Case Studies and a
word on reinstating
Sectoral Bargaining



A little history... (1)

- **ScottishPower**
 - Formerly **South of Scotland Electricity Board**
 - formed in 1990
 - privatised in 1991
- started **Scottish Telecom** in 1994
- bought **MANWEB** in 1995
- bought **Southern Water** in 1996 (sold in 2002)



A little history... (2)

- ScottishPower in-house ICT support until **Calanais** formed in 2000 (joint venture with SAIC)
- Scottish Telecom divested in 2002 (**Thus**)
- **Pacificorp** bought in 2000 (sold in 2005)
- ScottishPower taken over by **Iberdrola** in 2007



Where did they go? (1)

- **Scottish Telecom (formed in 1994)**
 - Bought Demon Internet (1996)
- **Divested from ScottishPower (Thus, 2002)**
 - all staff persuaded onto “personal contracts”
- **Thus buy Your Communications from UU (2006)**
 - A return to collective bargaining?
- **Cable & Wireless buy Thus (2008)**
 - Protected Pensioners?
- **Vodafone buy Cable & Wireless (2012)**



Where did they go? (2)

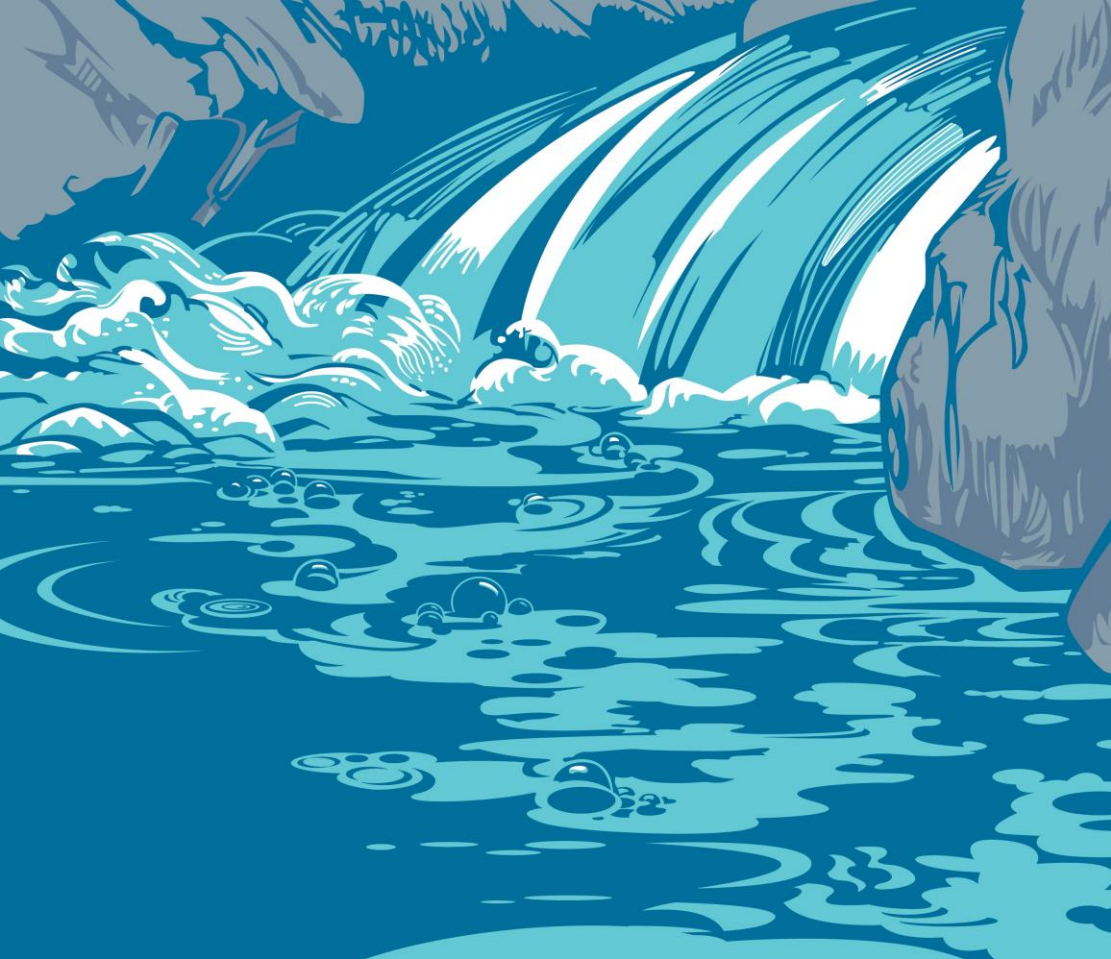
- **Scottish Power IT (1991 to 2000)**
- **Calanais Ltd. (2000 to 2001)**
 - 5 year contract
- **SAIC (2001 to 2011)**
 - employee owned (if not in Bargaining Unit!)
 - Offshoring!
- **Accenture (2011 to 2012)**
 - (& Wipro)
- **IBM (2012)**
 - 3-way ET application due to multiple TUPE
- **Everis (2015)**



Footnote: a return to Sectoral Bargaining?

- **Delegated Pay Bargaining** – mid 1990s
- Union aim: reintroduce **common bargaining** for Scottish Public Sector
- Attempts (2004 to 2014) in Heritage Bodies
 - mirrored Scottish Government's drive for shared services
- Issues:
 - Ts&Cs 'drift' (high cost or "lowest common denominator")
 - recruitment policies
 - pay & grading comparators

"It's Too Difficult (for now)"



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