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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