



## PEC UK RETAIL BANK DIVISION – COMMUNITY BANK LTSB & SCOTLAND

# Isabel McNicoll

### Workplace

Scotland West Regional Office

### Posts Held

Branch Rep:- Kilmarnock	1988-1994
Glasgow Sauchiehall Street (Hx)	1994-2002
Glasgow Sauchiehall Street (HBOS)	2002-2004
Beith	2004-2006
Paisley	2006-2007
(seconded) RCC Pitreavie	2007-2008
Scotland West Regional office	2008-date
Principal Executive Council	2008-date

I have also been the Health and safety rep in all the offices where I have been the rep.

I was a founder member of the Mortgage Adviser Advisory Committee (MAAC)

Member of the Manager Advisory Committee (MAC)

Member of the PEC Equality and Diversity Working Party (2008-date)

Represented ACCORD at initial workshops to review future partnership working.

Participated in pilot courses for Partnership (with Unite) before network roll-out.

I was an audience member on BBC Questiontime in 2008 with the support of ACCORD to ask questions about the banking crisis (those who remember this will know that I didn't get to ask those particular questions!)

### Any particular knowledge/experience which you feel may be useful for the position of PEC member.

Having been involved in the Girl Guide Association for many years and held the position of Division Commissioner for the whole of Kilmarnock I was asked to join a steering group to review and support voluntary service within North Ayrshire. This led to the formation of CVSNA (the Council for Voluntary Service in North Ayrshire) a company registered by guarantee. I was a director of this charity for over 3 years before parents

illness forced me to resign. During this time the CVSNA became the sole 'agency' with responsibility for distribution of the National Lottery fund in North Ayrshire. It also became a lead partner in the New Deal initiative and at one point we 'employed' up to 6 long term unemployed in the organisation. I also had to participate in consultations with the Scottish Government and the European Parliament discussing and negotiating such things as funding and employment in the voluntary sector.

I have recently become involved in Guiding again acting as technical adviser to the current Division Commissioner. Looking forward to all the celebrations in this the centenary year of Guiding.

I am currently studying for a Diploma in Employment Law, through the TUC Learning Academy, which will strengthen my current skill base and union participation.

### Election Statement

Been there, done it, got the tee-shirt! How often have we heard that! I joined HBSSA which then became IUHS which then became ACCORD. Its amazing what you can 'fit' into 24 years! My late father (an active union rep) always said you never know when you'll need them! That's very true especially in this changing world of retail banking. I know that ACCORD has been there for me – backing me up, being at the end of the phone and helping me through difficult times. I would like to think that is how people see me as their branch (and PEC) representative. I have always been open and honest with managers which has prevented many situations escalating.

My position on the PEC has helped develop my knowledge and skills within trade unionism and has now resulted in me gaining a place through TUC Academy to study employment law allowing me to ensure that the Union principals are kept there for all. I have also sat on the Equality and Diversity Working party within the PEC.

I would like to continue my involvement with the PEC to follow through from some of the most difficult times I can ever remember.