

# YOUR CHOICE BARNET CARE WORKERS CAMPAIGN

## *9 Point Charter*

**The only way for YCB to be financially viable would be if:**

1. Barnet Homes writes off the £1 million loan. ✓
2. Barnet Council stop penalising YCB for 'no shows'. ✓
3. Barnet Council pays up front to YCB in order to help the cash flow situation. ✓
4. Barnet Council pays the going rate for the services being offered. ✓
5. Barnet Council conducts an immediate investigation as to why Adult Social care services have referred only a handful of referrals in the last 2 and half years. ✓
6. Senior management and other Service Level Agreement costs imposed on YCB are reduced. ✓
7. YCB & Barnet Council find a more efficient way to invoice for services. The current arrangement is that Barnet Group invoice Barnet Council then YCB invoice Barnet Group. ✓
8. YCB is allowed to independently procure its own support services and not be forced to use Capita CSG services. ✓
9. Barnet Council renegotiates the contract to relieve YCB of the Pensions Fund Deficit ✓

# 9 Point Charter

## Background:

YCB imposed a **9.5% cut** in pay to all their staff starting from 1 April 2014. UNISON organised a legal strike ballot and members **voted 100% for strike action** this was an amazing result.

Since then there have been numerous talks with YCB, some of which have involved meetings at ACAS. These further discussions elicited more financial information in an attempt to ascertain the financial viability of YCB and to see if savings could be made from **'expenditure/overheads'**.

We asked them to look at savings across the costs of Senior Management, Financial services, Accommodation, IT services, Business Improvement and to renegotiate the terms of the **£1 million loan** from Barnet Homes.

Comments made by YCB to the press during the first 4 strike days showed there was also an issue with YCB having full responsibility for a **Pensions Deficit** created by decisions made by Barnet Council before YCB took over the contract. Barnet Council owns YCB 100% and has created a situation which makes it difficult for YCB to remain financially viable without attacking workers' terms and conditions. Yet **Barnet Council refuses** to become involved in this dispute, although it sets the stark financial parameters in which YCB operates.

The best "offer" our members have had was to agree to a 7.9% wage cut instead of the 9.5% wage cut. This again was rejected decisively by 72% of our members on a **75% turnout**.