



6th October 2009

Joint Trade Union Statement

Dear Colleagues

It is important to make it clear to members we have not agreed **any** proposals to undermine members terms & conditions. We refute the statement made by the Chief Executive in her last message where she said “**we have been in discussions for some time with the trade unions.**” Since the ALMO was created we have seen year on year redundancies/restructures and the privatisation of some of our services e.g. Connaught & more recently the Sheltered Housing wardens.

Members are aware that there have been a series of management meetings with staff about Essential Car User Allowance. The Trade Unions have **not** agreed anything and when any final proposals are made we will consult with you our members.

JOINT TRADE UNION POSITION

The proposed squeeze on public spending arises because of a number of factors:

- Economic recession, the global meltdown of financial institutions. The fact that financial institutions failure and billions of public money to bail out bankers appears to have been forgotten by the media. Instead public services are now being blamed for the recession.
- The change in role of councils from a provider to a commissioning is government policy which first introduced under Thatcher.
- Clearly the object is to save money.
- All political parties are committed to low council tax
- Increasing demographic is leading to greater take up of services (particularly in adult social care)

ENGAGEMENT OR CONFLICT

The commitment and active participation of staff and trade unions is essential to any proposals for the future of Barnet Homes.

- We have a valuable contribution to make.
- Workers who provide services are best placed to advise on improvements and efficiencies.
- Staff and trade union participation also contributes to the necessary culture change and helps maintain the commitment and morale of staff during a period of change and uncertainty.

SECURING THE FUTURE

We will work with Barnet Homes to respond to these challenges and seek to ensure.

- Services and jobs are kept in house
- Pay and conditions are maintained
- Workforce development and training, and career pathways, are available to all staff,
- Equal access to training & promotion opportunities.

BARNET HOMES COMMITMENTS

In return we are seeking the following commitments from Barnet Homes

- No compulsory redundancies
- No privatisation of in house services
- Positive involvement of staff and trade unions on service reviews and managing change.
- Additional investment in workforce development and training and developing career pathways.
- A commitment to equalities and improving the diversity of the workforce in relation to women, BME and people with disabilities across the council and management structures.

MANAGING JOB LOSS - NO COMPULSORY REDUNDANCIES

The Joint Trade Union believes a commitment to no compulsory redundancies is essential to maintain the commitment of staff

We are seeking to negotiate

- improved redundancy packages.
- Extended period for staff in posts under threat to seek re-deployment
- Improved pay protection for staff who are redeployed to lower graded jobs.
- Increased investment in training and development to equip staff for new careers and new jobs.

JOINT TRADE UNION COMMITMENT TO MEMBERS

Responding to the redundancies/cuts & privatisation is the joint Trade Unions number one priority.

Communicate

- The Joint Trade Unions will continue to produce regular briefings and organise and attend meetings with members to keep them fully informed.

Consult

- The Joint Trade Unions will consult with members on any proposals for redundancies/cuts & privatisation

Accountable

- The Joint Trade Unions members will determine how we respond to any proposed redundancies/cuts/privatisation.

GET INVOLVED

To respond effectively and secure the future, we need more members to get involved.

- Distributing publicity
- Representing members ideas for service improvement
- Consulting with members
- Passing on members concerns
- If you are interested in becoming active in responding to the challenge please contact the branch

We are going to be arranging **Joint Trade Union** meetings across Barnet Homes in order that we can meet & consult with as many of our members as possible.

If you have any proposals or concerns please come along to our meetings or contact Anne Denison (UNISON) anne.denison@barnethomes.org.uk
Kevin O' Gorman (GMB) kbogorman@yahoo.co.uk

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