

# FUTURE SHAPE

## Trade Union meetings 2009

### NLBP meetings 12–1.30 pm

#### Environment & Planning Services

Thurs 15 January 2009	Danube, Building 4
Tues 3 February 2009	Willows, Building 4
Wed 25 February 2009	Training Room5, Building 2
Thurs 26 March 2009	Conference Suite, Building 2

#### Resources and Corporate Governance

Wed 21 January 2009	Training Room 6, Building 2
Thurs 12 February 2009	Conference Suite, Building 2
Tues 3 March 2009	Danube, Building 4

#### Adults & Children's Services

Thurs 29 January 2009	Training Room 2, Building 2
Tues 17 February 2009	Training Room 6, Building 2
Tues 17 March 2009	Training Room2, Building 2

#### Barnet House for all services 12-1.30 pm

Thurs 22 January 2009	Committee Room 2
Wed 18 February 2009	Committee Room 1
Thursday 19 March 2009	Committee Room 1

## Joint Trade Union Future Shape update - Jan 09

We have published **10** good reasons why staff should attend **Future Shape Trade Union** meetings.  
(see back page)

Please take some time to read them.

It is about **your** Future.

We will be shortly producing more information on what the trade unions want to do for staff, so make

sure you attend the Future Shape meeting for your Directorate.

Clearly we need to start work on preparing Service Improvement Plans for services, which means involving staff across the Directorates.

If you want to be part of the future in Barnet, you need to become involved. We need to send a message to councillors to understand that staff are able and skilled enough to plan and deliver services for the future.

## MEMBERS PLEASE NOTE !

### Guest speaker

**Professor Dexter Whitfield**

Speaking on how he helped Newcastle council workers **WIN** an in house bid against BT.

To those who feel you can't do anything.....both Dexter & Trade Unions response is

**“yes you can!”**

**2 February**

**6- 8 pm**

**Conference room1  
Building 2**

**NLBP**

**Refreshments will be  
provided**



# 10 reasons why you need to come to Future Shape meetings

## 1. Employment Charter

We have had a response from the council to our TUPE Plus employment charter. They do not want to commit to a decision as yet so we are seeking urgent discussions.

## 2. Basic TUPE

A **Basic TUPE transfer** is not good employment practice because it does not provide adequate protection for terms and conditions of transferred staff nor does it cover pensions. UNISON Briefing No 3 (amended) set out the advantages of secondment and a TUPE Plus agreement, which must form the basis of any future staff transfers e.g. under the current council budget process there are examples of how quickly your T&C's can deteriorate. Staff being made redundant in the council will get a better deal than those working for Barnet Homes, Fremantle & Cleaning Contractors all of whom used to work for the council.

## 3. Service Improvement Plans (SIP's)

The current Future Shape forums do not address service improvement plans (SIP). We need to continue to improve and develop in-house services now, drawing on staff and barnet residents

ideas and innovation. If your Service does not start working on a SIP now, it may be too late if the Cabinet Committee in June agree to start transferring staff to service delivery vehicles.



## 4. Monitoring Contractors and Code of Practice on Workforce Matters

The Council have not monitored or enforced the Code for staff who have been previously transferred. For the past three years the Trade Unions have been trying to ensure the Council takes this matter seriously, promises have been made but nothing has been done.

Cleaners who were privatised four years ago have been TUP'D twice and taken a 20% cut in pay. In today's economic climate can you afford to take this cut in pay?

## 5. In House bids

There is no commitment in the current Future Shape forums to support in house bids for council services. Staff engaging in the Future Shape forums could unwittingly be helping the transfer of jobs out of the council with no safeguards for the those staff in place! In Essex County, Council

Officers have put **ALL** its services up for sale. All services have been included, and the Council is prepared to pay a private company **£5.4 billion** of Essex taxpayer's money to do so.

## 6. Redundancies/job losses

No evidence that the Council has learnt the lessons of previous poor commissioning, procurement and contract monitoring. Failure to address these key areas could place council finances, services and jobs under threat e.g. Fremantle Care Homes, the service was privatised to save money and now the Council is being taken to arbitration for **£8.672 million**



## 7. Financing Future Shape vehicles

Set up costs for service delivery vehicles can run into millions placing increasing burden on our already difficult financial position. This could lead to pressure on service delivery vehicles to make further savings e.g. redundancies or attacks on staff T&C's and cuts in services.

## 8. Jobs transferring out of the borough?

Future Shape could see services being transferred out of the bor-

ough. Can you afford to move out of London? E.g. Hammersmith & Fulham Council have agreed to transfer some of their services to Rochdale

## 9. Secondment option been refused?

Secondment – staff remain council employees on their existing T&C's but are managed by a private or voluntary sector provider on a day-to-day basis' usually in a Joint Venture Company (established by the contractor and the council). New staff are generally employed by the authority but there are examples where the JVC may directly employ a proportion of new staff.

## 10. Improving democratic accountability and transparency

The Council is considering large-scale reorganisation which will mean privatisation and outsourcing of services. There is widespread acknowledgment that this has led to the erosion of accountability, increased secrecy and weakened scrutiny – which are also part of the cause of the global financial crisis. The private sector can't get its own house in order, what evidence is there to demonstrate they can add value to our Four Star services?

