



UNISON report - AGENDA ITEM: 10

Subject: Award of Contract –Parking Enforcement and Related Services

Date: 6 December 2011

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URGENT ITEM – Parking

The report going to Cabinet Resources Committee on 14 December 2011 is recommending the award of the Parking Enforcement and related services to NSL Ltd for a period of five years with an option to extend for a further two years.

I am bringing the following urgent **Staffing matter** to the attention of the Committee because it raises significant concern for our members and raises serious questions about the integrity and meaning of Equality Impact Assessments.

On **Page 73** paragraph 5.1

“An Employee Equalities Impact Assessment has been conducted for the proposal which is set for the full in-scope workforce to transfer to service provider. At the final tender stage, it is envisaged that there may be an **adverse equalities** impact on **female** staff due to a change in location of the back office as females tend to carry out more of the family **caring** responsibilities. This issue will continue to be monitored and the impact on staff will be assessed by the new employer by holding one-to-one meetings with affected staff. The service provider has informed us in their tender that they will work with employees to ensure that support is given to offer.”

On **Page 84** of the Parking report it says the following

“2.2 Milestone 2 - Final Tender Report

NSL Limited has proposed that the back office staff will be **relocated** to **East Croydon**. This is deemed to be a significant relocation outside of Barnet and is likely to result in equalities issues.”

UNISON has the following questions for the Scrutiny Committee:

1. How many staff will see their jobs move outside of the borough?
2. Has NSL allowed for redundancy costs in relation to these staff in its bid?
3. Has the Council agreed any sort of indemnity against these costs?
4. What impact do these costs have on the financial evaluation?
5. Will the Council consider redeployment for affected staff prior to transfer to increase the chances of this taking place?
6. If not will they be considered for redeployment back to the Council post transfer?
7. Having identified that these staff are disproportionately female how does the Council propose to comply with its duties under equalities legislation? At present the mitigation strategy amounts to nothing more than ‘asking’ NSL to redeploy them and prejudging that if they are unable to do this NSL will have to pay redundancy costs. Does NSL agree with this and what commitments has it made?
8. Has the Council considered the likelihood that these women will bring claims for indirect discrimination?
9. Has the contractor/council allowed for damages claims under the Equalities Act 2010? If so how much and what impact does this have on the financial

evaluation? Is this still the most economically advantageous tender in the event of successful claims for sex discrimination?