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25 January 2013

Dear Sarah

Re: Your Measures letter dated 14 January 2013.

Thank you for your letter. As you know UNISON is actively taking part in the TUPE consultation via the Tripartite meetings.

As part of these consultation UNISON has been submitting a number of requests for information and seeking clarification with regards the Measures and absence of Measures as stated in the letter from Capita dated 7 January 2013.

It is UNISON's intention that we work with the Council and Capita in order to try and mitigate the number of redundancies.

I want to record that some helpful discussions have already taken place in the Tripartite meetings as to how this could be taken forward. The work around the employment matrix and the Policies discussions are a good example of these discussions

However in order to be able to have meaningful consultation the information we are seeking that will help us understand the nature of risk to our members employment status (transfer/deletion) and the level of risk (how many jobs) for each service area needs to be provided in a format that will assist us in this aim.

In the Measures letter sent out by Capita there is a table which provides a breakdown of services and staffing. The data contained within the table has been subject to discussion and email exchanges as UNISON has noticed there is a discrepancy in the numbers from the TUPE list and the Measures letter.

UNISON has noted that the TUPE list has **593** posts transferring yet the Capita Measures letter states only ***508.91**.

192.6 posts to remain at a location in Barnet

227.81posts to migrate outside Barnet

88.5 posts unaccounted for.

*This figure does not include the staffing numbers for Corporate Programmes.

UNISON has learnt that the data was based on data provided in May 2012 whilst Capita were still engaged in Competitive Dialogue and formulating their NSCSO solutions. UNISON also notes that there was acknowledgement by Capita that until they have completed Due Diligence they are unable at this stage to provide a revised explanation of the rationale for each service area proposal.

It is however critical to UNISON that we are able obtain the information we have requested both from Barnet Council and Capita in a format and in good time that will aid the consultation process.

TUPE List

We have been provided the TUPE list. This data has triggered further requests specifically requesting an explanation of the data provided. One recent request was in relation to agency workers and trying to establish how many were working in NSCSO and how many were covering vacant posts which would be transferring over to Capita. The following request has been made in relation to NSCSO Agency data:

- Which posts in the Agency list were Registered and worked in the month
- Which posts in the Agency list were Registered and not worked in the month
- Which posts in the Agency list were workers In established roles
- Which posts in the Agency list were workers In supernumerary roles
- Which posts in the Agency list were workers may have worked in the same role in the month

We have asked Capita to sort the TUPE list into the services areas they have based their NSCSO solution. On receipt of this information and receipt of our above request we will be in a better position to begin to understand what issues the proposed measures stated by Capita may have on the future employment of our members.

Mitigating redundancies

Last year in advance of a number of TUPE transfers staff due to be transferred we supported in trying to find vacant posts within the Council. I am seeking agreement that the Council will offer the same in this case? I am also looking to ensure full support is made available for staff to help with applying for jobs, interview skills training etc.

I would like to ask if the Council will consider approaching their partners Your Choice and Barnet Homes to provide vacancy posts in the hope there maybe be some alternative employment for staff wishing to remain working within Barnet.

Yours sincerely

A handwritten signature in black ink, appearing to read 'JDB' followed by a checkmark-like flourish.

John Burgess

Branch Secretary

Cc; Sarah Murphy-Brookman (LBB HR); Steve Terry (UNISON)