

**81% of Barnet staff
facing outsourcing**

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**Update on the
“Disappearing
Council”**

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2014

Background

Between **January 2012** and **October 2013** Barnet Council **outsourced** the following services:

Adult Social care, Parking services, Legal services, Customer Services, Estates, Finance, Human Resources and Payroll, IT Infrastructure and Support, Procurement, Revenues and Benefits, Commercial Services, Housing Options, Building Control, Planning Administration (Development Management), Strategic Planning and Regeneration, Transport, Highways Services, Land Charges, Environmental Health, Trading Standards and Licensing, Cemetery and Crematorium, Barnet Registration and Nationality Service.

In September 2012 Barnet Council employed **3,200** staff (excluding maintained school staff)

In September 2014 Barnet Council employs **1829.71** staff (excluding maintained school staff)

Introduction:

After a series of outsourcing under One Barnet Programme our branch has been following the decisions of the new committee system at Barnet Council.

The data reveals a shocking headline whereby 81% (**1497 out *1,829.71 posts**) of the current Barnet Council workforce is now facing outsourcing. Whilst decisions on what type of outsourcing will be selected, the lack of in house option means that staff will no longer be employees of Barnet Council.

Please see breakdown of outsourcing proposals below all of which have been to **or** are going to a council committee meeting this year.

1. EDUCATION & SKILLS, CATERING SERVICE DELIVERY UNIT

*“That the Children, Education, Libraries and Safeguarding Committee note that the draft outline business case will be referred to the Policy and Resources Committee for approval of the consideration to set up a **separate legal entity to deliver education and skills services.**”*

(Source: Children, Education, Libraries and Safeguarding Committee **15th September 2014** <http://barnet.moderngov.co.uk/documents/s17562/Education%20and%20Skills%20Future%20Delivery%20of%20Services.pdf>)

This means that the services that in scope are:

School improvement

- Statutory LA duties to monitor, support and challenge schools
- Narrow the gap service (DSG funded)

Special educational needs (subject to changes being implemented by the Children and Families Act 2014 from 1st September 2014)

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- SEN placements & performance team
 - SEN Early Support Programme
 - Speech & Language therapy
 - SEN Transport – commissioning and assessment
 - Educational psychology team (part traded)
 - SEN placements (DSG funded)
 - SEN specialist support service

Admissions and sufficiency of school places

- Pupil place planning
- Admissions Service (DSG funded)

Vulnerable pupils

- Education welfare service

Post 16 learning

- 14 - 19 service to ensure sufficiency and breadth of supply
- Monitoring, tracking and supporting participation

Traded services within Education and Skills

- Catering service
- Governor clerking service
- School improvement traded service
- Newly Qualified Teachers
- Educational psychology (part)
- Education Welfare Service (part)

336 POSTS

(source EIA –<http://barnet.moderngov.co.uk/documents/s17567/Appendix%20Two%20-%20Initial%20Equalities%20Impact%20Assessment.pdf>)

2. LIBRARY SERVICE

*“That the Children, Education, Libraries and Safeguarding Committee agree that the three options set out in section 1.23 below should be the **preferred options for the library service** and approve the commencement of consultation on these options in accordance with the consultation plan as set out in section 4.2 of this report.”*

(Source: Children, Education, Libraries and Safeguarding Committee, 28 October 2014 <http://barnet.moderngov.co.uk/documents/s18680/Libraries%20Strategy.pdf>)

“The service is staffed (as of August 2014) by 101.82 FTE (150 posts; 73 full time and 77 part time; 33 of the part time posts Saturday and evening assistants only).”

”(Source: Children, Education, Libraries and Safeguarding Committee, 28 October 2014 <http://barnet.moderngov.co.uk/documents/s18681/Appendix%20A%20-%20Options%20paper.pdf>)

150 POSTS

2. EARLY YEARS SERVICE

*“That officers develop a **full options appraisal of alternative deliver models** for the early years services and bring a recommendation, following significant staff engagement, to the Committee in October 2015.”*

(Source: Children, Education, Libraries and Safeguarding Committee, 28 October 2014 <http://barnet.moderngov.co.uk/documents/s18680/Libraries%20Strategy.pdf>)

Approximately 170 POSTS

3. STREET SCENE SERVICE DELIVERY UNIT

*“Potential alternative delivery models may include a social enterprise, mutual or outsourcing for **Waste, Recycling, Street Cleansing services and the Grounds Maintenance services**. Any decision about a future alternative model will be subject to full detailed business case and options appraisals, including the basis of comparison with the costs and quality of the in-house service.”*

(Source: Barnet Council Environment Committee 18 November 2014 <http://barnet.moderngov.co.uk/documents/s19224/Appendix%20B%20-%20Savings%20Targets.pdf>)

478.42 POSTS

(Source: Cabinet Resources Committee, Tuesday 24th September, 2013 <http://barnet.moderngov.co.uk/documents/s10767/Appendix%20A%20Performance%20Report.pdf>)

4. ADULT SOCIAL CARE SERVICE DELIVERY UNIT

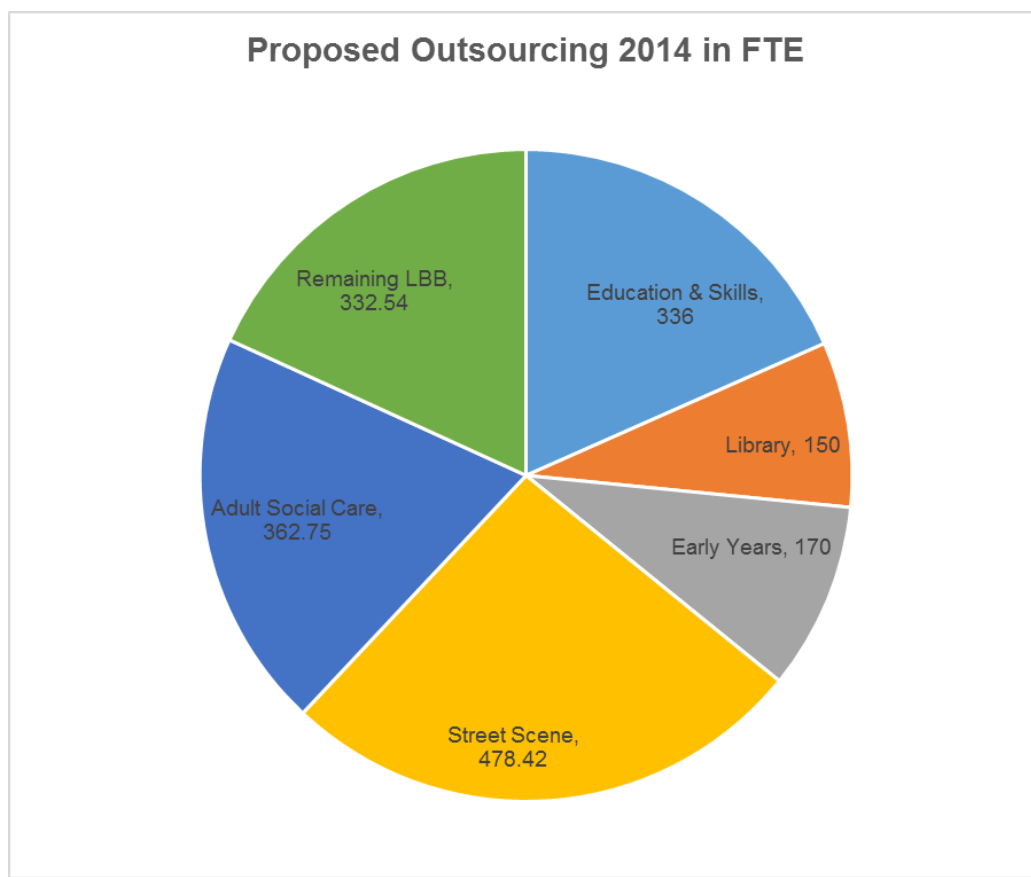
“Identification of **alternative delivery model(s) and / or shared service options** that can reduce the cost of the adult social care system (staffing costs) and then better utilise the demand management levers (e.g. self-management, early intervention, telecare, enablement, creative support planning) to reduce care costs.

There is a potential staffing equalities impact and this will be kept under review during the consultation period. An outline Equalities Impact Assessment will come back to PRC in February 2015 for 16/17 proposals.”

(Source: Adults and Safeguarding Committee, Thursday 20th November, 2014 7.00 pm, NEW <http://barnet.moderngov.co.uk/documents/s19323/Appendix%20Bi.pdf>)

362.75 POSTS

(Source: Cabinet Resources Committee, Tuesday 24th September, 2013 <http://barnet.moderngov.co.uk/documents/s10767/Appendix%20A%20Performance%20Report.pdf>)



1497 out *1,829.71 posts in the Barnet Council are now facing outsourcing proposals.

*= Source: Performance and Contract Management Committee, Tuesday 11th November, 2014 <http://barnet.moderngov.co.uk/documents/s19070/Appendix%20A%20-%20Performance%20Report%20Quarter%202%20201415.pdf>