

Outsourcing and Inequalities in the workplace

1. Is it OK that your work colleague is being paid less than you for doing the same job?
2. Is it OK that your work colleague has less annual leave than you for doing the same job?
3. Is it OK that your work colleague is not allowed to join the Council Pension scheme?
4. Is it OK that your colleague is on a draconian sick pay scheme that does nothing to protect staff with a disability?
5. Is it OK that your work colleague works more hours than you, doing the same job and is still earning less pay?



The above are only **five examples** of the growing problems being brought to our attention and are why our branch is recommending that our remaining UNISON members within the Council need to act together in opposition to the outsourcing agenda by:

1. Taking part in protests, marches and public rallies and meetings for example attend a public meeting on Monday 22 February to listen to John McDonnell Shadow Chancellor.
2. Taking part in strike action and help distribute our branch information.
3. Attending relevant Council meetings which are considering outsourcing and or redundancies.
4. Becoming a rep.
5. Recruiting new members.

UNISON

#Outsourcing2020



A large number of Barnet UNISON members have already been outsourced by Barnet Council. Since 2012 and **13 TUPE** transfers later we are now down to the remaining small core group of workers who have been identified either for Outsourcing or Redundancy.

- Library workers
- Adult Social Care workers
- Street Scene workers
- Family Services workers
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The future does look bleak with Osborne's budget intention of cutting or privatising what is left of public services including the NHS. But for the first time ever, we have a Leader of the Labour Party stating that the:

"government's austerity cuts are a political choice not an economic necessity"

This means that there is hope for a different future for staff and public services which is another reason why we all must stand together in solidarity to defend our services and our jobs from outsourcing.

Thank you

A big thank you to all of our members who have taken strike action in defence of their jobs and terms and conditions. Your support has led to the Council for the first time insisting that the private contractors pay the London Living Wage (LLW) not only for the staff transferring but any new starters.

Pushing back the redundancies and outsourcing

The **Library** proposals have now gone out twice for public consultation with the latest proposals recommending 46% of staff to be made redundant and with outsourcing shortly to follow with a skeleton Library service.

Adults outsourcing proposal was supposed to have been submitted to Council on **19 January** but has now been pushed back to 7 March.

Street Scene outsourcing proposals were supposed to have been submitted to Council on **11 January** and to date we don't know to which Committee this decision will be presented.

Family Services outsourcing proposal originally only included the Children's Centres, however the Council made a decision late 2015 to include all of Family Services. To date we don't have a timeline for the start of the proposals.



Solidarity is the big challenge

It is obvious that the outsourcing decisions affecting all of our members will not all take place at the same time, which presents a challenge for all of our members.

*"I'm a **Library worker**, we are first in line for redundancies and outsourcing. I am with the 46% of Library workers who are at risk of being made redundant. If I survive redundancy I will have a job but with more work and fewer staff, after which I will be outsourced.*

*I think all Unison members need to **stand in solidarity** with each other and campaign for their jobs and Library Services."*



*"I am a **Social Worker** in Adult Social Services I am at risk of being outsourced. I want to carry on working for the Council, but I know I must campaign with my Union to defend my job and Council services.*

*My outsourcing will be after the Library Services, but I want to **stand in solidarity now** with Library workers, Adult Social Care & Family Services workers."*



*"I am a **Refuse worker**. I am at risk of being outsourced. I know if my service is outsourced it will eventually mean pay cuts and longer hours and a two tier workforce, which is really bad for morale.*

*My outsourcing will be after the Adults Social Service and Libraries but I want to **stand in solidarity now** with Library workers, Adult Social Care & Family Services workers."*

*"I'm a **Family Services worker**. I am at risk of being outsourced. I want to carry on working for the Council but I know to do this I need to campaign with my union to defend my job and Council Services.*

*My outsourcing will take place after Libraries, after Adults Social Services and after Street Scene Services but I want to **stand in solidarity now** with Library workers and Adult Social Care workers and Street Scene workers.*

If I don't stand with them now who will be there to support me when they've gone"

