

What is the Council looking to do?

Private Public Partnerships



The above diagram being shown to Barnet Council staff. The diagram is portrays a vast array of outsourcing options.

However, all of the above Options involve staff being transferred out of the Council. To date there has been no evidence shown as to why an in-house option is not included in the diagram.

With the knowledge of the level of cuts and profits the private sector will be asked to make and the knowledge that TUPE is completely useless the Trade Unions are campaigning for in-house options and TUPE Plus.

Collect your **in-house petition** from the UNISON office.

Email: contactus@barnetunison.org.uk.

Barnet UNISON Contact details	any other query, please contact the Barnet UNISON office at:
If you have a work problem or query, get in touch with your UNISON workplace representative. Alternatively, you can ring: UNISONdirect on 0845 355 0845 If you have a membership or	Building 4, NLBP, Oakleigh Road South, London, N11 1NP Email: contactus@barnetunison.org.uk Telephone: (020) 8359 2088, or(020) 8359 2090. Fax: (020) 8368 5985

Published by Barnet UNISON

The views expressed in this publication are not necessarily those of Barnet UNISON.

Barnet UNISON Your Friend at Work

Barnet UNISON Voice

July

2010

“TUPE is useless!”



Barnet Council's decision to outsource all council services under the auspices of the Future Shape programme means that staff are going to hear references to the term TUPE. It is important that all staff understand what TUPE means and to understand that it is **'completely useless.'**

For those who don't know, TUPE is an abbreviation for **“Transfer of Undertakings (Protection of Employment) Regulations.”** It protects your terms and conditions **only** at the moment of transfer. The key word here is **'moment'**. Nearly every member facing TUPE always asks how long does it lasts. The honest answer is **'I don't know'**, because it varies according to the organisation. Case law suggests that the employer are likely to wait at least a year before trying to attack your terms and conditions.

“Why is UNISON concerned?”

It is because of our experience of TUPE both locally and nationally that we are concerned about the **future employment** rights of Barnet staff.

It is important that these discussions are based on **evidence** and **not opinion**.

UNISON has a huge database of evidence to demonstrate attacks on staff terms and conditions once they have been privatised.

“What do we know about TUPE for ex Barnet staff?”

Barnet UNISON Your Friend at Work

We have staff working for Barnet who have experience of being TUPED in and out of the Council. We have staff who have been TUPED in from other organisations. We have vast data-banks of information on TUPE and the negative impacts on the workforce; none of it is good news for staff. Let's start with a local example:

Fremantle:

A not-for-profit organisation, where staff terms and conditions were savaged, I mean a **33%** cut in actual earnings with a pay freeze of several years. Not only is this having a devastating impact on their earnings but their pension forecast. Where are the Directors and Councillors who told these staff **“they would be ok under TUPE?”** They have either left the organisation or they are too ashamed to meet with them.



“We’re in this together....yeah right!”



40% cuts

We all keep being told by Con-Dem government that they need to make cuts up to **40%**.

If a private sector company takes a contract they have to make money for their shareholders, we understand **15-20%** is the usual return.

Barnet Council is looking for a partner to deliver **40%** cuts with the knowledge that the private sector will also want to take their share (**15 -20%**) on top!

The biggest cost to the Council is staff salaries. The most obvious target for these savings is going to be staff salaries.

This is why the Trade Unions are calling for the Council to adopt TUPE Plus.

The Council have agreed to respond to our request by the end of September 2010.

Don't let the bankers greed break up public services!

Send the message you get

“Less for less

not More for less!”

“What is TUPE Plus?”

- A guarantee that TUPE will last for the length of contract
- New starters will be on the same terms and conditions and the company will not operate a two-tier workforce.
- All TUPE transferred employees are allowed to remain in, or join the Local Government Pension Scheme (LGPS).
- All new starters must have the option of joining LGPS.
- Annual Local Government Pay Awards will be implemented in full.
- No restrictions on staff promotion, for example, requiring transferred staff to transfer to the employer's own terms and conditions.
- The contractor will be committed to Equal Opportunities, Work-life balance, Whistle blowing and Health & Safety policies at least equivalent to the Council's Employment and Corporate Policies.
- The contractor will have a Workforce Development, Education and Training Plan approved by the Council.
- The current Job Evaluation Scheme would be applied for the duration of the contract.
- The current trade union recognition and facilities agreement must be maintained including collective bargaining for the duration of the contract.
- New starters must have equal opportunity to join a recognised trade union.
- The contractor gives an undertaking not to offshore work and not to transfer jobs out of the Borough.
- No restrictions on the employment status of branch trade union officers in the representation of their members.
- A new employer will be required to provide a check-off facility for the deduction of trade union subscriptions.
- Contractors will be required to make a contribution to the Council's Corporate facility time budget to ensure transferred employees and new starters will continue to receive support from trade union branches.
- The Council must allocate adequate resources to fully and effectively monitor the employment policies and practices of the contractor as an integral part of the performance management of the contract.

Bankers: Party Time again!

Before any of our members start thinking there is no point fighting cuts to pay, redundancy payments, pensions, privatisation etc just remember how we got here! The blame lies firmly at the door (albeit an expensive one!) of the bankers, multi-national financial institutions. Incredibly although I don't know why I say that, they, the bankers are starting to party again.



Figure 1 City boys drink to a generous bonus pot. Photograph: Frantzesco Kangaris

Guardian article 23 July 2010 by Alexandra Topping and Gemma Kappala-Ramsamy

“By last week the big US banks had reported first-half results, and between them they had a pay and bonus pot of **£34bn**. UK banks – including the bailed-out Royal Bank of Scotland – will report in the coming days. RBS, HSBC and Barclays have big investment banking arms and are estimated to be sitting on a **£5bn** wage and bonus pot. While some areas of the public sector are facing cuts of **25%** to meet the **£99bn** of savings needed by 2015, according to June's emergency budget, many people working in financial services are starting to spend again.”