

Marilyn Hawkins, Principal, Barnet College

5th September 2008

Dear Marilyn,

JOINT UNION MEETINGS 2nd/3rd/5th SEPTEMBER 2008

RESOLUTIONS

Please find below the resolutions passed by the excellently supported joint meetings attended by UCU, UNISON, ATL and ACM Members at NLBP, Grahame Park and Wood Street. The voting was aggregated from the meetings. As a courtesy this letter is also being copied to the Board of Governors.

1) Industrial relations at Barnet College

The Joint Unions note that both SMT and the Board of Governors have recently failed to conduct industrial relations in a meaningful way. Lip service has been paid to proper negotiation and consultation; the result is a continuing deterioration in terms, conditions and employment rights. This has tarnished Barnet College's reputation as a good employer.

It is now clear that if the College's reputation as a good employer is to be restored then a brand new, bilateral, staff-friendly protocol of industrial relations needs to be adopted urgently under the auspices of ACAS. We also expect the Board Members to demonstrate their interest in and support for Barnet College staff and call upon them to convene an open forum in the immediate future.

Passed unanimously

2) New Director of HR.... and industrial relations

Union Members at Barnet College welcome the new Director of Human Resources, Geoff Mitchell. We look forward to the opportunity to restore trust and leave behind the disastrous local industrial relations of recent times as typified by the College's clumsy, incompetent and insensitive handling of the 2007/8 redundancy consultation.

Passed unanimously

3) Conduct of redundancy consultations 2008

The Joint Unions insist that all future redundancy consultations must involve collectively all of the recognised unions whose members are affected. The College must supply all relevant data, in good time, as required by legislation.

Staff affected must be treated with the utmost respect and sensitivity at all times by the College.

Passed unanimously

4) I. T. Support re-structuring

The joint unions condemn the ill-considered re-structuring of the I. T. support service which;

- a) increases workloads for support and teaching staff.
- b) reduces the quality of service provision.
- c) fails to meet the needs and expectations of students in accessing and using a reliable IT system.

We call upon the HR Director to convene an immediate meeting with the Joint Unions to discuss the staffing issues of this re-structure.

Passed with 1 against (no abstentions)

5) College Strategic Plan 2008-11

Union Members at Barnet College welcome the College's stated aim to 'to develop a **culture in which staff are valued**' (*the College's bold letters*). However we would note the following contradictions:

- a) The recent serious deterioration in working conditions.
- b) The Strategic plan's reference to:
 - i) the intention to increase further the proportion of 'flexible' (i.e. hourly-paid casual and agency) staff.
 - ii) the implication that collective bargaining is undesirable.
 - iii) the intention to introduce inferior contracts for teaching and support staff.
 - iv) The proposal to widen the application of performance related pay.

In return for our tireless efforts we expect the College to deliver real improvements to terms and conditions for all staff.

Passed unanimously

6) Agency workers

The joint unions deplore the planned increase in the use of agencies and subcontractors to provide staff. Such staff will inevitably suffer exploitative terms and conditions. In turn the quality of provision and the morale of existing staff will deteriorate to the detriment of the whole College.

Passed unanimously

7) Working conditions

The joint unions call upon SMT and the Board of Governors, urgently and at all times, to ensure that the physical working conditions at the College are monitored, maintained and improved. The Health & Safety Executive will be contacted for advice.

Passed unanimously

8) Union co-operation

Barnet College Union Members note that the more the College attacks the terms and conditions of its staff, the more that all grades of staff are brought together in solidarity.

The Barnet College Unions will continue to work closely together in order to defend our members and devise strategies of industrial action and will hold regular joint meetings to discuss matters of mutual interest.

Passed unanimously

Yours Sincerely,

Trade Unions at Barnet College:

UNISON:
John Burgess
Paul Keightley

UCU:
David Armstrong
Sue Baker
Matthew Cooper
Noel Murphy

ATL:
Chris Odams

c.c. SMT Negotiators, BC Governors



the education union