

Cabinet Supplementary Information



Date: Thursday, 18 March 2021

Time: 12.00 pm

Venue: Virtual Meeting - Zoom Committee Meeting
with Public Access via YouTube

2. Public Forum

Statements Attached

(Pages 3 - 6)

Issued by: Corrina Haskins, Democratic Services
City Hall, Bristol, BS1 9NE

E-mail: democratic.services@bristol.gov.uk

Date: Wednesday, 17 March 2021



CABINET – 18 March 2021

PUBLIC FORUM ITEMS

Statements and questions have been received as follows (full details are attached):

Agenda item 8 – Public Health funding and budget 2021/22

None

Agenda item 9 – Delivery of cleaning and security services

Statements:

PS09.01	Jeff Sutton, GMB
PS09.02	Tom Merchant, UNISON
CS09.01	Councillor Richard Eddy

PS09.01

CABINET – 18 MARCH 2021

AGENDA ITEM 9 – DELIVERY OF CLEANING AND SECURITY SERVICES

STATEMENT BY JEFF SUTTON, GMB



Submission to HR Cabinet 18th March 2021

TUPE transfer of Cleaning and Security to BWC

The GMB is perturbed that why to all the evidence pointing in the opposite direction Councillors are still happy to agree to this. It's a bit like lambs lobbying for a new abattoir.

The Unions have expressed their concerns

- About the detrimental effect this transfer will have on its members and the citizens they serve.

The transfer of staff from one failing service to a failing company

The future lack of transparency when Councillors and BCC management have no oversight of what is happening in BWC.

How much of BCC will be transferred into a 'Teckal'? Will we just end up with the Mayor and his deputies running the city through companies whom are only responsible to them?

Perhaps the Mayor spent too long in the USA and sees the outsourcing of all services as a way forward.

The Citizens of Bristol deserve better, deserve services that they can be proud of and that they can hold do account.

We in the GMB on behalf of our members ask you to say no and look and reforming these services from within BCC not without.

Jeff Sutton

President

GMB

Avon and Wessex Branch

Statement: PS09.02

Cabinet – 18th March 2021

Re: Agenda item 9 – Delivery of Cleaning and Security Services

Statement submitted by: Tom Merchant, UNISON

This is a moral argument - that people are not assets to be passed off to third parties. This is an argument that strikes to the core of what good government is and how it carries along the people that work for it. This was not a planned "reform", no one stood on the hustings and said that they stood for taking the poorest of our staff and displacing them into a different company. This decision does not meet a public need or fulfil a public promise. It is an idea from people who are personally unaffected by such disasters as outsourcing.

Not one of us would be happy to be treated this way and the sight of people who cannot conceive of the conditions of our cleaning staff saying: well, as long as the process is followed correctly, so be it. Morally, it should be done only in emergencies such as the failure of a business or as a protection for staff working for contractors going from one long-term contract to another. Good employers do not transfer their staff to third parties, even the paternal ones insist on permanent status even if they can't bring themselves to care about other social issues.

We do the opposite, we seem to care about social issues enough to care about ethnicity, language and dignity but not to care about older certainties like being permanent members of the company you interviewed for. Status matters. I think you can't have dignity at work without commitment from your employer. We would not, ourselves, accept treatment such as this but we accept it for others without blinking.

I have written to the council about this issue for months now, practically ad nauseum, so I don't need to repeat myself entirely. But I would like to end with a simple list of some things that won't be protected, can't be protected or may well be changed under Tupe with this transfer.

Some of these are: no councillor appeals panel for an independent look, a different disciplinary policy, a different equality policy, a different grievance policy and appeals process, when promoted they may lose their t's and c's, a two tier system where new appointees will be on different pay as they work side by side, and less overall democratic scrutiny.

We ask that you do not go ahead with this.

Statement: CS09.01

Cabinet – 18th March 2021

Re: Agenda item 9 – Delivery of Cleaning and Security Services

Statement submitted by: Councillor Richard Eddy

Dear Mayor & Cabinet,

Firstly, please accept my apologies-of-absence: Unfortunately, this unscheduled meeting of Cabinet clashes with a pre-arranged meeting in my diary. Accordingly, can you please consider my concerns about the above in absentia.

The report on the proposed transfer of employees to BWC before you today has previously been considered by the Overview & Scrutiny Management Committee (OSMC) and by two meetings of the Human Resources Committee. It would be fair to say that these meetings- addressed by BCC and BWC management- have addressed some of our concerns but, in my view, others remain outstanding.

For example, the report suggests that meaningful consultation has been carried out with the staff concerned. My feedback from employees suggests this was far from the case and, in fact, opposition has been overtly muzzled. Moreover, both OSMC and the HR Committee were told by HR Officers that the trades unions had expressly refused to engage over this issue. Evidence has been supplied of the contrary. I think such false information is outrageous.

In addition, members of staff have been expressly refused the right to address democratic committees of councillors. This is utterly unjust and unfair and a denial of the principles which BCC is supposed to maintain. Again, no satisfactory explanation has been provided by either Democratic Services or other officers.

My repeated enquiries whether our external customers of these BCC services (particularly Security) had been consulted have been ignored. Several customers have advised me of their total surprise and lack of confidence in this move.

BWC management have supplied information into doubts about their experience of managing cleaning services. No evidence has been provided in respect of security services. It is my belief that for many years both services have not been adequately managed. For example, Security Officers now do up to 50 different tasks, but have not had a thorough Job Evaluation for 17 years. Whether this transfer goes ahead, a proper Job Evaluation is long over-due.

In my opinion, these diligent and hard-working employees have been shoddily treated and further let down by this proposal. It is not something they support and their interests will be undermined as a result. This is purely a means of shoring up BWC financially. I urge you not to go ahead with the transfer.

Cllr Richard Eddy
City Councillor, Bishopsworth Ward, Conservative Human Resources Spokesman.