

STATEMENT NUMBER 3

Delivery of Cleaning and Security Services

I must write to register the objection of Unite the Union over the proposal to transfer these services and staff from Bristol City Council (BCC) to Bristol Waste Company (BWC). The grounds for this are

1: There is no evidence that BWC have the knowledge skills or experience to deliver the services and efficiencies that are promised by BWC if there was the will and the commitment from management to invest in these services in a manner that they have previously not shown.

3: This is privatisation under any other name, there are a plethora of examples of Privatisation failing in the public sector and the public are the ones who always have to pick up the Bill.

4: the staff involved are all staff, who have continued to come into work keeping the council and it's estate safe and clean deserve to be treated with the respect that Council leaders claim to have for them, rather than to be moved to another company with inferior terms and conditions and less job security. It is possible to argue that these services have not been well looked after in the past and are now in a position where this outsourcing is a possibility due to the failure of the council to manage them properly and certainly not the fault of the staff who will all be put at risk.

If we look at the Corporate Strategy alignment: (P2) of the delivery pathway it lays out their intentions and is very concerning for the staff involved and the staff for whom they provide services.

1; Workplace Organisational Priorities. The savings made here by the integrated service model approach will reduce FTEs and therefore support the corporate strategy. When the Unions were first approached about this we were assured that this was not about reducing staff but more efficient working. This information is contradicted in the very first point.

2; One City plan is about investment in the correct tools, BCC could and should have done this for several years and has failed to do so. Rather than address its own failings BCC now seems intent on passing that responsibility to someone else.

3, Well Connected. It appears that BWC are going to be sending staff to local work. This already happens many of our staff in these areas live and work locally and where they don't BWC will not be in a position to offer a better service in this respect in any manner that I can see.

4; Well-connected This again is about investing in technology for staff these are things for which staff have been crying out for years and BCC management have never been interested or possibly imaginative enough explore this. The fault does not lie with the staff but the management this is the issue that should be addressed.

5; Wellbeing, Cleaner air. If BCC is not intending to be doing everything that BWC promises on this item, well shame on them. BCC should be leading the way here with its own resources.

6; Wellbeing Embed health. Once again it is shameful the BCC is not leading the way and considers that somebody else will be able to deliver wellbeing to our staff better than we can,

7; Fair and inclusive. Historically BCC has not invested in these services and they have worked through without this level of commitment to staff development. BCC has a large apprenticeship levy available to it to invest in its own staff and it should be grasping the opportunity to become an employer for whom people want to work because they feel respected and invested in.

8; Covid Recovery and Renewal. I fail to see how putting layers of a different organisation in place will enable a more rapid response than BCC could deliver itself. There are already mobile teams that with a small amount of tweaking could deliver all that is talked about here and more.

9; Covid Recovery and Renewal. The crux of the matter is savings for which there is little evidence, many are deliverable within the service we have with good investment and a commitment to the staff.

10; Covid Recovery and Renewal. This will allow BWC to bring in additional income from outside sources. Security services does already carry out some external work and has looked at commercialisation in the past. This is indeed an opportunity to expand the service but the appointment of a good commercialisation officer within BCC would enable this. It feels more like this is the driver for BWC as the more work they have from BCC the more work they can do from outside the organisation. BCC staff should be used as a tool in the expansion of BWC.

11; Workplace Organisational Priorities. Once again this is about underpinning BWC not delivering services to BCC. It is not the job of BCC to prop up a TECKAL company.

12; Climate Emergency Action Plan. Once again this is about using sustainable and environmentally responsible products and equipment. Again BCC should be leading by example, showing the world that this is what we do, not what we're having others do for us.

13; Corporate Landlord- Again I fail to see how externalisation and adding another layer between the organisation and its buildings can possibly deliver greater consistency. We should talk to ourselves between the departments that we have.

City Benefits

1; Equalities and Diversity

BWC lays out a set of highly commendable principles over equality and diversity that I would expect to be second only to those of BCC within Bristol. Importantly within that BCC as an organisation should be the exemplar here. Looking at the Equalities Impact assessment for this it appears that there is a disproportionately high number of women and ethnically diverse staff affected by this particularly in cleaning services this looks very much like it is targeting those staff..

2; Health and sustainability. There are a lot of words about mental health and buddying, but there can be no hiding from the fact that the sickness policy off BWC is less favourable than that of BCC and despite ant TUPE regulations this will have an effect on our staff even if just through the immediate two, potentially 3 tier workforce and the inevitable tensions therein.

3; Social Value, BWC adopt and operate the same social value policy as BCC. #while there may be no detriment, there is clearly no benefit either.

I am critical of the historic management of both of these services and have been for some time, they have had a very old school local authority style of management for many years. In the last few there have been some attempts to address this and move them forward.. I was hopeful when the current management came in but it now feels very much like their role has been to identify what was needed and package the service up to be externalised. The Unions have for all of this process been assured that there is no agenda for privatisation. It appears that there is now a semantic argument whereby we staff and Unions are expected to believe that this is not privatisation due to BWC's status. To the staff it feels like privatisation, to the unions it looks like privatisation and to many Councillors it appears to look like privatisation. Staff have has convoluted conversation where

they've asked if they're not to be working for the council who are they working for if not a private company and they've walked away more confused than they were when they started. Who knows what the status of companies such as BWC will be in three years' time? The relative job security that comes with working for BCC is of huge value to staff, the fact that they feel BBC is truly accountable and will look after them is a major factor when looking for work. This undermines the faith that staff have in that and sends a negative message about how BCC treats its staff.

There has been consultation That consultation was on the terms under which the staff will transfer, there has been no consultation with staff or unions as to whether or not they should.

This feels like a real slap in the face for hard working dedicated staff who have come in to keep their colleagues safe all the way through the pandemic and I feel that the council should put the same level of commitment into their services in house that they would expect BWC to rather than expect someone else to do it for them.

Steve Davies

Unite the Union