

Dear Mike Jackson and Councillor Craig Cheney,

RE: Delivery of Cleaning and Security Services

- The Delivery of Cleaning and Security Services item was previously considered at the HR Committee meeting of 18th February, where Members recommended that it be removed from the Cabinet agenda of 25th February in order to receive appropriate Scrutiny. The discussion held in OSMB 24th February was not intended to fulfil this function but was a pre-scheduled item prior to the anticipated Cabinet meeting.
- Officers outlined the process that the proposal had been through, including the creation of a cross departmental Executive Board to consider and check the viability of the options for delivery of commercial services. The Board made the recommendation to transfer cleaning and security services to Bristol Waste Company on receipt of a Full Business Case to show viability. The resultant Cabinet Paper was due to be received on 25th February.
- Officers outlined the due diligence the proposal had been through, including meetings with staff, and stated that Unions had not engaged in those discussions.
- Scrutiny Members held a range of views on the proposal, including:
 - A Member strongly recommended making greater efforts to re-engage with the Union to address their concerns. The difference between the views expressed to Members by Officers as opposed to Union representatives demonstrates conflicting understandings which will need to be resolved.
 - A Member considered the Cabinet paper to have been poorly prepared, focused on justification of the decision made rather than providing the aims of the project.
 - Members strongly felt that it was unclear why this route had been chosen rather than make the improvements needed in-house (ie. within Bristol City Council). Without this clarity it was easy to see how the affected staff have concerns over the nature of this venture.
 - While Officers maintained the primacy of ensuring appropriate Terms and Conditions for the TUPEd staff, Members raised ongoing concerns around the unknown impact of working policies and practices. The Contract has not yet been finalised, therefore the final Terms and Conditions have not yet been seen. Members requested assurance that staff are aware of and in favour of the Terms and Conditions.
 - A Member raised a concern over where the opportunity for Scrutiny of the new venture lay, and asked that this be considered and built in. Full Scrutiny prior to Cabinet approval has not yet been determined.
 - Some clarity over the Teckel rules was required; a Member considered that the 20% allowance for additional business should be restricted to Waste Management initiatives rather than diversifying the business.

- Some Members felt they required more information and time to digest the proposal before drawing conclusions. All members agreed that protection of staff is the primary concern.
- It was agreed that this note would be prepared to provide the Deputy Mayor with responsibility for Finance, Governance and Performance an indication of Members views after an initial consideration of the Cabinet Report.
- It is understood that this item will be returning to HR Committee on 5th March.

Councillor Geoff Gollop

Chair of Overview and Scrutiny Management Board.