

**Statement: CS09.01**

**Cabinet – 18<sup>th</sup> 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.