



## ***HIGHLAND BRANCH***

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Councillor Isobel McCallum  
Chair, Redesign Board of the Highland Council  
The Highland Council  
Glenurquhart Road  
INVERNESS  
IV3 5NX

14 October 2016

Dear Councillor McCallum

Future Management of CCFM/JS Project Board –  
From: GMB, RCN, UCATT, UNISON, UNITE

The final meeting of the Future Management of CCFM/JS Project Board took place on Friday 7 October 2016, when they sought to finalise the business case for the 2 options that they were putting forward to the Redesign Board of the Highland council. There have been 3 staff representatives on the board; myself from UNISON, Mick Haymer from GMB and Alister Wemyss from UNITE.

The 2 options that the project board were steered to look at, from seminars with the Elected Members where -

- All or part of CCFM/JS is transferred to High Life Highland
- All or part of CCFM/JS is transferred to another Highland Council directorate

After listening to the discussions of the Board and having discussed it among ourselves as the staff side representatives, and canvassed the opinions of our members, we have come to the conclusion that the 'staff side' cannot support the transfer of the service to HLH and also that we cannot support the proposal to split catering from the cleaning/FM/JS.

Our rational -

HLH is an ALEO (Arms Length External Organisation). All unions are nationally opposed to any local government jobs being transferred out with local government to any external organisation, irrespective of what it is called. We see this as privatisation by the back door. There are also significant risks to both HLH and HC, if HLH starts providing catering under a Principal/Agent arrangement.

The CCFM service works at present as a whole. To split the service would mean additional administration costs and also see a large number of employees (mainly low paid female workers) having to report to either 2 employers or 2 services. Reporting to 2 employers may also have an indirect effect on their future pension provision.

The present service comes in on budget, as a whole. However, Cleaning /FM overspend, while Catering underspends. There are economies of scale at present, that would be lost if they were to split.

We believe that, as the staff side representatives, we should write to the Redesign Board, to express the staff side view.

However, we would also wish to reassure the Highland Council, that whatever decision is made, we would continue to work together in partnership with any chosen organisation or service.

Yours sincerely

A handwritten signature in black ink that reads "John Gibson". The signature is written in a cursive, flowing style.

John Gibson  
Chair, Staff side, Highland Council Staff Partnership  
Representing the unions of –  
GMB, RCN, UCATT, UNISON, UNITE