



Emergency Motion: No Compulsory Redundancies

Proposer: Alexander Ryland

Seconder: Steven Dongworth

AGM notes:

Aberdeen City Council's administration committed to "no compulsory redundancies" as part of coalition negotiations after the 2017 Local Government Elections 2017.

The Target Operating Model which was approved by Council on 23 August 2017 committed to fundamental changes in the structure of the organisation and creating a "leaner workforce". The Chief Executive has communicated to staff that the Council "hopes" this can be achieved without use of compulsory redundancies, a statement UNISON has challenged. In the first year of the five-year transformation programme this has led to a 370 FTE reduction in staff as approved in the Council Budget on 6 March 2018, to be achieved primarily through voluntary severance, early retirement, and deleting vacant posts.

UNISON has developed Transformation Principles to hold the implementation of the Target Operating Model to account and ensure that our members have greater job security and public services continue to be delivered in house.

However, UNISON is encouraged that the administration has responded to its campaigning and approved a commitment to "no compulsory redundancies" at the meeting of Council on 5 March 2018.

AGM believes:

The Council should never resort to making employees compulsorily redundant. Our members need job security and the Target Operating Model has created a high degree of uncertainty about the future of the organisation.

Reductions to the workforce will create an unnecessary burden on those who remain through higher workload, creates a negative working environment, challenges the ability of our members to delivering their usual high standard of public services, and threatens the livelihoods and wellbeing of our members.

There needs to be a clear and permanent commitment to no compulsory redundancies which goes beyond a "political commitment". UNISON is concerned that this new way of describing the current approach is creating ambiguity.



AGM resolves:

- To campaign against compulsory redundancies and unnecessary or harmful reductions in the workforce at Aberdeen City Council.
- To utilise the UNISON LabourLink to maintain a commitment to no compulsory redundancies within the current administration.
- To instruct the Branch Secretary to negotiate a formal “no compulsory redundancies” policy with the Council to be approved by the Staff Governance Committee.
- To endorse the Transformation Principles which the Branch Committee published in December 2017 and instruct the Branch Secretary to report on how these are being promoted, whether they are being met by the Council, and actions being taken to challenge the Council where they are falling short.