

Trade Union Response to Consultation on the Proposals

Unison recognises and accepts the pressures on Local Authorities to keep Public Sector Services in house. Unison commends the direction of this Authority to date in not simply outsourcing these types of services such as Building Consultancy as other Local Authorities have chosen to do.

However, Unison has reservations and concerns as to the proposals contained within the Cabinet report dated 14th May 2014. The recommended proposal would clearly have a detrimental impact on the long-term sustainability of Building Consultancy.

Whilst Unison accepts the importance surrounding the 21st Century Schools Programme, the recommended proposals are the thin end of the wedge, it should not be to the detriment of an established, sustainable, quality Public Sector service such as Building Consultancy, it should complement and not compete or be its ultimate demise.

**Unison is concerned as to:**

- \* The level of consultation that has taken place surrounding these proposals with no staff or scrutiny processes involvement to date, which would debate the wider implications.
- \* The shift in service delivery and strategic approach.
- \* The objectivity surrounding Building Consultancy lack abilities.
- \* The future resource and capacity of the department, with the potential of 4/5 staff becoming displaced as a consequence of this proposal.
- \* The "built in" and hidden costs as outlined within section 6.1.
- \* A thorough Equalities Impact Assessment has not been completed with staffing associations and the impact on staff and potential redundancies fully evaluated and identified clearly for Members.

It is noted that very few secondary schools are built, however Building Consultancy were an integral part of the team that worked on Cwm Rhymni and Lewis Pengam PFI schools. They have designed many quality facilities, including Greenhill Primary School which has been assessed as BREEAM outstanding. In light of the above Unison suggest that this employer should have commitment and belief in its work force to achieve and complete this project.

Unison would remind CCBC of a recent APSE report, which indicated that outsourcing provision could cost up to three times more of internal provision costs and I would therefore request in the strongest terms that a fuller breakdown and cost analysis of the £18m is carried out prior to any decision being made.

Consequently, Unison is against the recommended proposals as they currently stand and request that a full evaluation of these proposals, together with a robust consultation process with both staff and stakeholders take place prior to any decisions being made.

Kind Regards

Branch Secretary

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