

Motion to Leicestershire Health UNISON Branch meeting

11 November 2009

Private contractors' Agenda for Change at UHL

The Leicestershire Health UNISON branch notes:

1. That members working for Medirest at Glenfield Hospital today accepted by a vote of 34-2 an offer from their employer representing approximately 50% of the backpay due to them under the national framework agreement for Agenda for Change between October 2006 and March 2008. That offer supplements an offer from the UHL to implement backdated Agenda for Change terms and conditions from April 2008, with the exception of sick pay which will be implemented forthwith but not backdated.
2. That members working for Serco at the Leicester Royal Infirmary have previously accepted an identical offer from Serco.
3. That the third contractor within the UHL, ISS, has made an offer to implement full Agenda for Change annual leave entitlement for the backdated period, but not any other adjustments; however, ISS company terms and conditions were closer to, although not exactly in line with, NHS terms and conditions during the period in question.

We believe that this represents a positive outcome for our members, given the long fight we have sustained, including the threat of industrial action, and the current economic situation facing the NHS and private contractors, and we congratulate all our members on having won a significant amount of backpay, and full Agenda for Change for the future.

Although it is frustrating that none of the additional money has come from the UHL, and also that we did not win full back-dating of Agenda for Change, we won approximately £400,000 across the three contractors – £300,000 from Serco, £70,000 from Medirest and £30,000 from ISS – this is £400,000 more than the UHL were willing to offer, and £400,000 more than we would have achieved had we not been prepared to campaign on our members' behalf.

We resolve to:

1. Endorse the decision of the Medirest members in accepting the offer, and seek to secure full and fast implementation of all parts of the deal by all parties, including the other private contractors as appropriate.
2. Commend the work of the Branch Action Committee and those reps who served on it on behalf of their colleagues working for ISS, Medirest and Serco.
3. Issue a press release thanking our members and their supporters for the efforts they made in securing this back-pay.
4. Campaign to bring all contractor staff back in-house.
5. Campaign within the Leicestershire Partnership Trust to win back-pay for those staff formerly employed by Medirest to whom Agenda for Change should have applied.