



SAVE OUR ADULT PROVIDER SERVICES

We call upon our members to oppose the council's plans to transfer Services to a jointly owned arms length company. **Vote YES to take industrial action up to and including strike action during this Consultation**

- **Adult Day Services**
- **Shared Lives**
- **Supported Accommodation**
- **Older People's Services**
- **Respite**

The Council's preferred option of New Directions offers significant threats to our members and the services they provide. The company was originally set up in 2008 to avoid Equal Pay liabilities and since went on to attack staff pay, terms and conditions of service. Other options carry the same concerns.

THREATS

JOBS! - Will we require the same level of staffing once we merge with other areas?

PAY! - Current staff are quite rightly paid **more than** the real living wage.

PENSIONS! - New staff will not be in the LGPS. Experience with organisations such as KHT shows that overtime existing staff are likely to be forced into the new, inferior scheme. Your Local Government Pension scheme is not protected by TUPE

TERMS AND CONDITIONS! - National Green Book terms and conditions will be difficult to protect once the service is outsourced e.g. Overtime rates, Sick Pay, Annual Leave

TWO TIER WORKFORCE! - Already management have explained new staff will be employed on different contracts suggesting lower pay, worse pensions and conditions of service.

KEEP OUR SERVICES IN-HOUSE!