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Private and Confidential

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Date: 19 August 2014

Dear

I am writing following the result of the recent consultation that was undertaken by Unison to try and find a solution to the on-going dispute regarding the pay cut that was implemented in April 2014.

As you are aware there have been a series of meetings that have taken place to look at all of the YCB finances to try to find a way to reduce the 9.5% pay cut. A proposal to reduce the cut to 8.31% with no change to staff terms and conditions was the first option, with other options put forward on reducing annual leave days.

YCB currently employs 103 staff and out of those 46 members of Unison voted to say that they were not prepared to consider the options that YCB had put forward, as this was a majority vote, none of the options will be taken forward.

We are aware that this may now lead to industrial action and would like to confirm that, apart from the options that have been put forward, there are no other areas of savings to be made. Unison representatives have had full access to all of the YCB financial documents and they themselves could not come up with any other solutions.

Discussions with the Council have confirmed that LBB will not take the services back in-house and run them and we have had Council Members approval to extend the contract by a further two years; this has yet to be formally approved by the Barnet Group Board.

It is not the Council's intention to take the services back in-house, however if there is no other option but to step in, they would be likely to find other providers. This will create further uncertainty for the people we support and their families and of course greater uncertainty over staff pay and terms and conditions in the future, as demonstrated in the benchmarking information of what other organisations pay and the terms and conditions they offer.

Finally I would like to assure all staff members that currently YCB is on target to meet the break even budget that has been set for this year. What this means is that the financial situation going forward is stronger than it has been in the past two years and if this can be maintained then the future is much more secure. If however there is a strike this will change the financial footing that we are now on.

We have agreed to continue to discuss the options with Unison, however I have to stress that even if there is a strike there are still no other areas of savings that can be made as we need to make sure that the financial situation is manageable going forward. I would urge you to consider carefully your actions in relation to industrial action and the impact that this will have on the operations of YCB and its future financial viability.

Yours sincerely

A handwritten signature in black ink, appearing to read 'JRiley'.

Julie Riley
Director of Care and Support