

JTU 19-15

22 July 2015

JOINT NAPO/UNISON STATEMENT SODEXO-OWNED CRCs: JOB CUTS AND REDUNDANCY

Members of Napo and UNISON who work for one of the 6 Sodexo-owned CRCs will have been given details of Sodexo's proposed job cuts and voluntary severance package on 16 July last week.

JOB CUTS

Sodexo proposes to cut the following jobs in each of its CRCs:

BeNCH:	49
Essex:	72
Cumbria/Lancashire	85
Norfolk/Suffolk:	82
Northumbria:	106
South Yorkshire:	32
TOTAL:	436

Both unions have told Sodexo that we consider these cuts to be unsafe and we have written to the Justice Secretary to ask him to confirm whether he has authorised the job losses from the point of view of community safety. We will campaign against the job cuts which we believe are unsafe and unsustainable.

VOLUNTARY SEVERANCE PACKAGE

At the same time as announcing the job cuts, Sodexo confirmed that it would not be offering redundant staff the agreed Enhanced Voluntary Redundancy terms, which are set out in the National Negotiating Council Staff Transfer and Protections Agreement. Napo and UNISON are opposed to Sodexo undercutting the national agreement and have been in talks with the company over the last five weeks to find a resolution to this dispute.

Here is how the Sodexo offer matches up to the national agreement:

Sodexo Offer	National Agreement
2 weeks pay for each year of service up to a max of 30 weeks	4.5 weeks pay for each year of service up to a max of 67.5 weeks
For staff over 55, either the voluntary severance package, or retirement with an unreduced pension	For staff over 55, both the NNC voluntary redundancy package and immediate payment of an unreduced pension.

WHAT ARE THE UNIONS DOING?

Over the last month, Napo and UNISON have been working hard to try to get a better outcome for members in relation to the job cuts and the voluntary severance package. We have:

- Ensured that the Sodexo voluntary severance proposals were brought to the National Negotiating Council and NNC SCCOG rather than being negotiated at CRC level
- Met with the Justice Secretary Michael Gove to ask him to review the level of Sodexo job cuts and protect the severance terms in the national agreement
- Written to Sodexo and met with the company on many occasions to ask it to comply with the national agreement and to get Sodexo to clarify what exactly it is prepared to offer staff
- Got legal and policy advice on what Sodexo is obliged to offer to staff over 55 in relation to their pension rights on redundancy; we continue to seek clarity from the company on these matters
- Joined with Sodexo to ask NOMS whether CRC staff at risk of redundancy might be offered redeployment opportunities with NPS
- Brought together Napo and UNISON representatives from all 6 Sodexo-owned CRCs to discuss our strategy
- Met with Sodexo on Monday 20 July to feedback members' anger at the company seeking to undercut the national agreement on enhanced voluntary redundancy, and to ask Sodexo to reconsider their offer.

ADVICE TO MEMBERS


Napo and UNISON understand that this is a very difficult time for members in the 6 Sodexo-owned CRCs. You are now under pressure to express an interest in the Sodexo voluntary severance scheme by no later than 10 August.

At present, we are trying to get you a better severance deal than the one that Sodexo has put on the table. However, we cannot give you any guarantees on the outcome of our negotiations which are taking place on the offer under the auspices of the National Negotiating Council, or our discussions with the Justice Secretary or NOMS. We expect to be able to provide you with more information on the choices available to you in advance of the Sodexo deadline of 10 August for you to express an interest in their voluntary severance offer.

It is a matter for you whether or when to express an interest in the voluntary severance offer. However, under the circumstances, we advise you to await further advice from Napo and UNISON before you complete the expression of interest form. The reason for this is that the FAQ document from your CRC, which accompanied the expression of interest form, is ambiguous on whether you are committing yourself to take voluntary severance by completing the expression of interest form. We have asked Sodexo to clarify this as a matter of urgency.

We will issue further information when we have had a response from Sodexo to the various issues that were discussed with them earlier this week.

Yours sincerely



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