

Motion to: Council

20 July 2021

Subject: Stop Fire and Re-hire in Norwich

Proposer: Councillor Huntley

Seconder: Councillor Maxwell

“There is a concerted attack on workers’ rights taking place. Workers are being given an ultimatum to either accept reduced pay, terms and conditions or face the sack.

This strategy of ‘fire and re-hire’ has already been perpetrated against British Gas workers, a restructuring that has seen the workers offered the choice of accepting longer working hours or receiving dismissal notices.

This concerted attack on the trades unions and workers’ rights has been condemned by TUC leader Frances O’Grady, and Labour Party leader Keir Starmer. It is an attack on workers that must be resisted.

Council resolves to:

- (1) Recognise that some UK companies are using the cover of Covid-19 to embark upon a concerted attack on employee pay and benefits. A poll published by the TUC reveals that nearly one in ten (9%) workers have been told to reapply for their jobs on worse terms and conditions since the first lockdown in March 2020. ‘Fire and Re-hire’ strategies are being put into operation by some of the UK’s largest employers to reduce workers’ pay, overtime and holiday benefits. Thousands of British workers are facing a ‘levelling down’ in pay and working conditions, in stark contrast to the Government’s stated promises.
- (2) Condemn local companies that use fire and re-hire attacks on workers in our city.
- (3) Support local unions in any strike action against fire and re-hire and call on the companies to instead enter meaningful negotiations with the unions.
- (4) Refuse to enter contracts doing business with companies using these tactics, in so far as this is legally possible, utilising and updating our ethical procurement and social value policy to achieve this.
- (5) Thank Norwich South MP Clive Lewis for supporting British Gas workers and signing the letter to Chris O’Shea, the Chief Executive of Centrica, British Gas’ parent company.

- (6) Call upon both local Members of Parliament in Norwich to:
- (a) condemn the tactics of those businesses using these methods to assault local workers' terms and conditions;
 - (b) write to the Minister of Employment, Mims Davies, to demand the British Government follow countries such as Ireland and Spain in making the practice of fire and re-hire illegal."

Motion to: Council

20 July 2021

Subject: The Future of Work

Proposer: Councillor Bogelein

Seconded: Councillor Osborn

“Several UK-based campaigns, including the campaign of the Chartered Institute of Personnel and Development, call for flexible working arrangements to be a day-one right for all employees and that job adverts should stipulate this flexibility. Flexible working arrangements benefit different groups of people, including parents, carers, people who want to study, and people who volunteer in their community. They also support mental and physical health.

Growing evidence, including a trial of 2,500 government employees in Iceland who switched to a condensed (four-day) working week for a period of 4 years suggests that productivity stays the same or improves when working hours are reduced. The Iceland trial found that the well-being of employees also increased dramatically.

Council resolves to:

- (1) continue to provide exemplar practices regarding flexible working arrangements throughout the different levels of the organization, including stipulating flexibility in job adverts.
- (2) extend its longstanding work with partners on the living wage to support flexible working
- (3) explore the benefits of a condensed working week at full pay and initiate discussions within the council and with partners about the potential of this future model.”

Motion to: Council

20 July 2021

Subject: Access to Cash

Proposer: Councillor Ackroyd

Seconded: Councillor Lubbock

“Over the last few years there has been a decline in the access to cash. The decline is particularly felt by small businesses and the most vulnerable in our communities who rely on cash to survive.

Small businesses rely on cash and proximity of service to avoid being left behind, particularly those businesses reliant on time dependent services or typically cash-in-hand professions including the likes of carers, tradesmen, babysitters, barbers and beauticians. For small and medium enterprises, being able to deposit their takings into business accounts at the end of the day or week, conveniently and safely – near to where they live and work – is a lifeline.

Many vulnerable and financially excluded people depend on cash for safe deposits, to-the-penny withdrawals, the ability to budget and a friendly face to help with transactions. For people experiencing financial control and other forms of domestic abuse, being able to save and use cash can mean the ability to escape perpetrators and seek refuge. It is crucial for the 1.4 million people in the UK who don't have bank accounts, and many more who don't use online banking.

Post Office provides an existing network for cash to be accessed easily and safely.

In fact, it is the only existing cash network in the UK with the infrastructure, robust scalability and security in place to manage this role.

The council must support the Post Office's Save Our Cash campaign which highlights the importance of access to cash, noting that:

- (a) Due to bank branch closures and the loss of free-to-use ATMs across the UK, millions are at risk of losing access to cash;
- (b) all communities should be guaranteed a legal right to cash services including withdrawal and deposits, and that these services should be available to the penny and free at the point of use, recognising the importance of cash to those most vulnerable and small businesses.

To do this,

Council **RESOLVES** to ask group leaders to write to:

- (1) the appropriate Government Minister, asking the Government to introduce legislation to ensure access to cash is protected by law;
- (2) our local MPs asking them to sign Early Day Motion 293 – ‘Access to cash’ which also back the Post Office’s campaign.

“