

## **Proposal to bring in-house cleaning staff given the green light**

A proposal to bring in-house core cleaning staff and services at the Bloomsbury campus has been approved by the College's Finance and Resources Committee. The plan, which was developed by senior staff and endorsed by union representatives, would see up to 78 people who currently work for Noonan become Birkbeck members of staff early next year, pending the outcome of a formal consultation. As College staff, you will enjoy a range of benefits, including the ability to join the SAUL pension scheme.

Work to begin implementing the proposal is being led by the project team which is exploring the feasibility of bringing in-house a range of support services in Bloomsbury on a cost neutral basis. The team are continuing to look at the feasibility of bringing in-house the night security and catering staff.

Noonan has a recognition agreement with Unison in respect of employees at Birkbeck and we will begin the consultation process regarding the transfer through the respective Unison Representatives during the autumn of 2019 to ensure a smooth transition. We can confirm Transfer of Undertaking (TUPE) will apply.

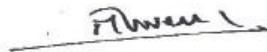
The services that you have provided Birkbeck have always been of a high standard. Whilst we are disappointed to lose such an important contract, we encourage you to continue to provide the same high standards of service that you have shown Noonan and Birkbeck during the transition process and in the future.

Keith Harrison, College Secretary said:

“Many of our cleaners, night security officers and the staff in our catering service have provided years of dedicated and loyal service to Birkbeck via the companies that they work for and that is why we are exploring the feasibility of bringing them in-house. I am really pleased that the Finance and Resource Committee have approved the recommendations we developed with union representatives about the cleaning service, even at a time when the College has a deficit. I look forward to the plan being implemented and to welcoming the new staff on board. We are continuing to work with the union representatives to explore the feasibility of bringing the other services in-house.”

Union representatives said:

“Birkbeck UNISON has had a long-standing campaign for our members to be brought in-house as Birkbeck employees. Our cleaning staff members voted unanimously to accept this proposal, and we are very happy that the Finance Committee has approved it. UNISON is looking forward to welcoming our cleaning colleagues to the Birkbeck community, and will continue to act, negotiate and advocate for their collective interests with the College.”



**Martin Wells**

**Director of Operations**