

Council Motion – Fire and Re-Hire

That this Council notes:

- 1 in 10 workers have experienced ‘fire and rehire’ - told to reapply for their jobs on worse pay, terms and conditions or face the sack, with BME workers facing this at twice the rate of white workers, since March 2020 (TUC research, January 2021). A quarter of all workers have experienced a worsening of their terms and conditions – including a cut in their pay – since the pandemic began.
- That while out-going Prime Minister Johnson had called the practice “unacceptable” he had continually refused to take action to outlaw the practice, raising concerns that government will not intervene in this race to the bottom as an escalating number of employers across all sectors, using our weak employment protections force their staff to accept worse terms and conditions, leaving many having to work longer hours and for lower pay, with what can be devastating consequences for workers and their families.
- Even before the pandemic, 1 in 9 workers - 3.8 million people - were already ‘insecure’, meaning they did not have access to basic rights at work and could be dismissed at will; including those on zero hour contracts and agency workers.

This council therefore resolves to:

- Recognise that local residents should be protected against such unscrupulous employers and agrees to ask the Leader of the Council to write to the new Prime Minister requesting she outlaw ‘fire and rehire’ and act now to keep governments promise to local residents to protect their employment terms and conditions;
- Not use ‘fire and rehire’ itself as an employer and to discourage its use by council contractors and to ensure that the council’s procurement practices ensure that we are working with contractors that have good employment, equality and environmental records, for example, fostering good Trade Union relationships;
- Promote the increasing number of progressive local employers prioritising their employees’ standard of living and their wellbeing, work with our anchor institutions and key partners to bring forward plans to ensure all have best practice employment and to work with recognised trade unions on this;
- Support the TUC campaign for a ‘New Deal for Working People’.

Proposed: Cllr D Jones

Seconded: Cllr A Fox-Hewitt