



NOTICE OF MOTION

To be submitted to the meeting of Full Council to be held on:

12 July 2017 in accordance with Standing Order Number 6.

	Name (in capitals)	Signature
Proposer:	Councillor	
Seconder:	Councillor	

Dignity in Social Care - Improving Social Care Services and Jobs

This Council notes with alarm the continuing crisis of social care underfunding that makes it hard for local authorities and provider organisations to ensure decent jobs and quality services.

This Council supports in principle the provisions of UNISON's Ethical & Residential care charters. The Council intends to implement the charters at the earliest practicable opportunity, recognising that some aspects of the charters may require additional funding.

This Council welcomes the additional short term funding that the Government pledged for social care in the 2017 budget but notes that this does not go far enough and does not represent a sustainable solution.

This Council welcomes UNISON's *Care Workers for Change* campaign initiative which aims to expand union membership within the sector to give care workers the support and confidence to lead the public-facing campaign to increase central Government funding and improve employee relations within the sector.

This Council undertakes to encourage care providers we currently commission or purchase provision from and require care providers we commission or purchase provision from in future to:-

- 1) Respect the right of care staff to organise a union in their workplace and do nothing to undermine the reasonable efforts of staff to organise a union.
- 2) Allow access to accredited union representatives and officials for membership recruitment activity. Provider organisations should engage positively with union requests for access to staff and, where necessary, agree arrangements that do not disrupt service delivery.

- 3) Pursue a partnership approach to employment relations. We would expect the provider to engage constructively with the union including a recognition and facilities agreement to underpin collective working.
- 4) Work with the providers and unions to pursue our shared objective of achieving the provisions of the UNISON ethical care charters.

The Council will write to all current providers of Council-commissioned care services at the earliest opportunity to advise them of our expectation that they support the above points (1-4)