



**COUNCIL MEETING**

**18 November 2021**

**GATESHEAD METROPOLITAN BOROUGH COUNCIL**

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**NOTICE OF MOTION**

Councillor John Adams will move the following motion:

Gateshead Council notes:

- 1 in 10 workers have experienced 'fire and rehire' – where workers are forced to reapply for their jobs on worse pay, terms and conditions or face the sack. High-profile disputes on 'fire and rehire' include large companies such as British Airways and British Gas.
- A quarter of all workers have experienced a worsening of their terms and conditions since the pandemic began. Even before the pandemic, 1 in 9 workers (3.8 million people) were already 'insecure'. This means 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.
- While the Prime Minister has called the practice "unacceptable" he has continually refused to take action to outlaw the practice. In fact, the Conservative recently scuppered a Commons Bill that would have stopped the practice.
- This practice is outlawed in many European countries.

Gateshead Council therefore resolves to:

- Reaffirm its commitment to working in partnership with our employees and their trade unions and to always seek to negotiate any changes to terms and conditions of employment by agreement
- Seek to ensure that local residents are protected against unscrupulous employers, and agrees to ask the Leader of the Council to write to the Prime Minister demanding he outlaw fire and rehire and act now to keep his promise to local residents to protect their employment terms and conditions
- Restate its commitment to achieve high quality employments terms and conditions for all employees within our suppliers, contractors and partners through our existing procurement framework. We will seek to enhance this work with a request not to impose changes to terms and conditions without agreement.

- Promote the increasing number of progressive local employers prioritising their employees' standard of living and their well-being, 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' and incorporate its promotion into the Council's Corporate Social Responsibility Pledge.

Proposed by: Councillor John Adams

Supported by: Councillor Kevin Dodds  
Councillor Martin Gannon  
Councillor John McElroy