

## FACILITIES MANAGEMENT BULLETIN

# CLEANING IN CRISIS

update  
special

### **There is currently a crisis in Facilities Management and in particular, the cleaning service.**

Staff who leave or who are off sick are no longer being replaced, even by agency staff. Combine this with an overtime ban and we are left with schools and council buildings facing a 30% or 40% reduction in hours, leaving staff to clean more classrooms or cook more meals. Staff are desperate to provide a good service and do cover for colleagues without additional pay, but how long before there is an impact on their health as they struggle to keep up? All this for under £7000 per year. UNISON has written to the Director requesting additional staff and pointing out essential cleaning is being missed.

### **Corporate 4 Day Clean**

A further cut is a move to a 4 day clean in corporate buildings. Initial proposals to reduce staff hours and pay by 20% have been resisted as the staff only receive the living wage. Vacancies and natural turnover must be used to reduce the service if that is the way forward. This,

however, does mean that staff will have to accept moving to different premises for part of the week. Management must recognise how flexible staff have been over recent times and understand travelling half way across the city for 3 hours work is not the way forward. Voluntary Early Release will also be offered.

### **Summer Clean**

Despite the commitment to protect frontline services, the Council has approved the removal of the summer clean in schools. This is a deep clean carried out once a year when the classrooms are empty. When you consider the lack of daily cleaning above, then this appears to be essential. Up to 160 Cleaners are contracted to work the extra 2 weeks (40 week contracts) to carry out this task. Cleaning staff who do not volunteer to lose these hours will be forced to, resulting in a reduction of 5% of their pay which is already only around £130 a week. With no summer deep clean year on year and reductions in cleaning staff, UNISON are concerned essential cleaning in schools will be missed.

### **Budget Crisis**

Corporate Property has a £9million budget deficit from April 2015 which has occurred because the internal improvement plan savings and yearly budget cuts were kept in place, yet the service review and investments needed to make the savings were put on hold. This would result in a 30% cut in facilities management leading to the collapse of cleaning, catering and janitorial services in the city. There is a proposal to reduce this cut to £4million and this will need to go before the council for approval. Pressure must be applied to keep our schools and buildings safe places to learn and work in.

### **Closure of Canteens and Cafes**

There are proposals to close some of the loss making staff canteens and cafes. UNISON is consulting with management on what these figures were based on. We are also highlighting the very recent staff reductions in these facilities, the benefit to staff and also to the public who use some of these cafes in the community.

## FM and Corporate Property Review

Consultants Deloitte have started work on a review of the current Facilities Management structure and are due to report to Council in early June with further cuts to the service. Various options will be outlined on how to re-structure cleaning, janitorial, facilities, catering, security, mail, etc. We must be vigilant against any plans to outsource part of the FM service, ensure terms and conditions are not eroded and our buildings are safe

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## Cleaning Staff on Temporary Contracts

A large number of cleaning staff who thought they were employed on permanent contracts have been informed that their contracts are temporary. We have found two adverts from July and November last year indicating they were for permanent posts. If you have further examples please forward them to me at the UNISON branch office and we will take it up with management.

Gerry Stovin

## DISHING THE DIRT

Cleaners in Scotland's public services speak out - you can view this document on the following link:

[http://www.unison-scotland.org.uk/public-works/DishingTheDirt\\_CleanersSurvey\\_Aug2014.pdf](http://www.unison-scotland.org.uk/public-works/DishingTheDirt_CleanersSurvey_Aug2014.pdf)

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**Dishing the dirt**  
Cleaners in Scotland's public services speak out

August 2014

**If you have any issues or information about facilities management please contact me at the UNISON branch office on 0131 558 7488**

**Gerry Stovin**