

MOTIONS

8.1 MOTION FROM COUNCILLOR CURLING

That this Council recognises that local history and heritage contributes significantly to the borough's 'Feel Proud' initiatives as well as the general promotion of Civic pride in our borough. Council also recognise that history needs to be kept in context, but give an honest account of events, even if it is a negative aspect of our history, and that a truthful, 'warts and all', account of history contributes much more towards our learning and our Civic pride, than re-writing history to either ignore the negative aspects or try to expunge them from existence.

In more recent times black people have contributed significantly to our nation and our borough. We all owe a great deal of gratitude to the Windrush Generation for the commitment to our society, all of which needs to be recognised and celebrated.

Council therefore calls on the Cabinet to re-introduce Black History Month, but not just in name and not just as a tokenistic gesture, but as part of our local history and heritage activities to celebrate the significant contribution that black history has made to the borough and how people like local resident William Wilberforce, campaigned for the abolition of slavery.

8.2 MOTION FROM COUNCILLOR MATHERS

That the Coronavirus pandemic has changed the way we view the value of key workers in our society. Those working in frontline services to ensure health and well-being have been applauded on many Thursday evenings during our lockdown across the country and continue to be admired by the public.

That this Council notes our thanks to the incredible effort that all key workers have played and continue to play in keeping our residents safe from Coronavirus, including our own councils staff and those staff who our part of our supply chain in delivering public services in Hillingdon.

That this Council recognises the important contribution that paid care workers provide in supporting our most vulnerable residents especially during the continuing pandemic.

That this Council believes in quality care and fair treatment for care workers and notes that 45 local authorities in the UK have shown they take quality social care provision seriously by signing up to UNISON's Ethical Care Charter. The objective behind the Charter is to establish a minimum baseline for the safety, quality and dignity of care by ensuring employment conditions which do not routinely short change clients and ensure the recruitment and retention of a more stable workforce through more sustainable pay, conditions and training levels. The Charter has been endorsed by both the Communities and Local Government Select Committee and the British Medical Association.

The Charter is broken down into three stages to ensure that standards can be achieved for all care provided and/or commissioned through councils in an effective and timely manner.

Stage 1:

- The time allocated to visits will match the needs of the clients. In general, 15-minute visits will not be used as they undermine the dignity of the clients
- Care workers will be paid for their travel time, their travel costs and other necessary expenses such as mobile phones
- Visits will be scheduled so that care workers are not forced to rush their time with clients or leave their clients early to get to the next one on time
- Those workers who are eligible must be paid statutory sick pay

Stage 2:

- Clients will be allocated the same care worker(s) wherever possible
- Zero hour contracts will not be used in place of permanent contracts
- Providers will have a clear and accountable procedure for following up staff concerns about their clients' wellbeing
- All care workers will be regularly trained to the necessary standard to provide a good service (at no cost to themselves and in work time)
- Care workers will be given the opportunity to regularly meet co-workers to share best practice and limit their isolation

Stage 3:

- All care workers will be paid at least the Living Wage Foundation Living Wage.
- If Council employed care workers paid above this rate are outsourced it should be on the basis that the provider is required, and is funded, to maintain these pay levels throughout the contract
- All care workers will be covered by an occupational sick pay scheme to ensure that staff do not feel pressurised to work when they are ill in order to protect the welfare of their vulnerable clients.

That this Council will therefore:

- i) Commit to adopting stage 1 of the above charter within 12 months and then adopt the full charter by 2023.
- ii) Convene a review group with representation from providers, local NHS and Trade Union representatives to work on a plan for adopting the full charter.