



EAST STAFFORDSHIRE BOROUGH COUNCIL - 25th September 2023

Question received from Councillor S Sankey

At the Council meeting on 3 June 2023 a Motion on Notice relating to 'fire and rehire' was approved.

In the spirit of transparency and openness, I ask the Leader of the Council for a progress update on the actions from the Motion on Notice, including how many existing council supplier have been identified as partaking in 'fire and rehire' activities and timescales for the implementation of the new policy and its communication to Councillors and local businesses

Response by the Leader of the Council

'Fire and rehire' refers to when an employer fires an employee and offers them a new contract on new terms. This is sometimes used as a negotiating tactic or instead of a negotiated settlement. There was an observed increase in use of this during the pandemic particularly in the hospitality sector. In January 2023 the Conservative Government announced that it intends to bring in a statutory code of practice to regulate the use of Fire and Rehire.

The list below is the number of companies who are reported to have engaged in Fire and Rehire:

Organisation Name	Date	No. employees affected
Jacobs Douwe Egberts	March 2020	300
British Airways	April 2020	Up to 12,000
Tesco	Feb 2021	Up to 16,000
Sandwell Leisure Trust	March 2021	280
Centrica/ British Gas	April 2021	1000
Argos	May 2021	700+
P&O Ferries	March 2022	800
Asda (threat)	May 2023	7000

British Gas is the only council supplier on this list relating to two small existing contracts. One of these existing arrangements has previously been identified for transition to an alternative supplier as part of the Council's ongoing work to consolidate utility contracts (as part of a framework agreement approach), as provided for in the Climate Change Action Plan. Officers are currently working on completing that transition.

Council officers are currently in the process of reviewing relevant council policies to enact the agreed June council motion and by the end of the calendar year it is estimated that the work will be complete.