
Report To:	Inverclyde Council	Date:	5 December 2024
Report By:	Head of Legal, Democratic, Digital & Customer Services	Report No:	LS/094/24
Contact Officer:	Diane Sweeney	Contact No:	01475 712147
Subject:	Proposed transfer of pensions of employees by River Clyde Homes and the 'Fire and Rehire' processes being used – Notice of Motion by Councillor Jackson		

1.0 PURPOSE AND CONSIDERATIONS

- 1.1 For Decision For Information/Noting
- 1.2 The purpose of this report is to advise the Council of the receipt of a Notice of Motion by Councillor Jackson, countersigned by Councillor Cassidy, relative to relative to the proposed transfer of pensions of employees by River Clyde Homes and the 'Fire and Rehire' processes being used.
- 1.3 The terms of the Notice of Motion are set out in appendix 1 to the report.

2.0 RECOMMENDATION

- 2.1 The Council is asked to consider the Notice of Motion by Councillor Jackson.

Lynsey Brown
Head of Legal, Democratic, Digital & Customer Services

Appendix 1

Motion relating to the proposed transfer of the pensions of employees by River Clyde Homes and the Fire and Rehire processes being used

It is proposed that:

This Council notes that:

- River Clyde Homes (RCH) workers who remain on the final salary Strathclyde Pension Fund following the stock transfer in 2007, have been told that moves are underway to move them on to less favourable Scottish Housing Association Pension Scheme (SHAPS);
- these workers, through their trade union, have rejected RCH's revised offer;
- RCH have taken the decision to put workers on 60 days' notice (which will take effect on Tuesday the 14th January 2025) that if they do not accept the move, their employment may be terminated, and they will be rehired on revised terms and conditions. This is the practice known as fire and rehire; and
- RCH has cited challenges around rent rises and other factors (which have not been explained) as the reason RCH management can no longer sustain their employer contributions.

This Council agrees to:

- strongly condemn any partner or anchor organisation that would use fire and rehire to undermine pay and conditions;
- support the affected staff in their struggle to maintain their employment terms & conditions together with their current Pension Scheme; and
- instructs the Chief Executive Officer to write to RCH to (i) ask that they halt the 60-day notice period immediately and the threat to end the employment of workers and (ii) call on RCH to get back around the table with trade union officers to reach a settlement that will not adversely affect the financial well-being of its workers.

Proposed by: Councillor Colin Jackson

Seconded by: Councillor Paul Cassidy