

**COUNCIL MEETING – 20 OCTOBER 2021  
NOTICE OF MOTION**

**COUNCIL PROCEDURE RULE NOS. 53-60**

MOTION NO.	PROPOSER	SECONDER	MOTION
150	Councillor M Storey	Councillor Branson	<p>Motion: ‘Fire and Rehire’</p> <p>Middlesbrough Council notes:</p> <ul style="list-style-type: none"> <li>• 1 in 10 workers have experienced ‘fire and rehire’ – told to reapply for their jobs on worse pay, terms and conditions or face the sack, with BME workers facing this at twice the rate of white workers, since March 2020(TUC research, January 2021). A quarter of all workers have experienced a worsening of their terms and conditions – including a cut to their pay – since the pandemic began.</li> <li>• That while the prime minister has called the practice unacceptable he has continually refused to take action to outlaw the practice, raising concerns that he will not intervene in this race to the bottom as an escalating number of employers across all sectors using our weak employment protections to force their staff to accept worse terms and conditions, leaving many having to work longer hours and for lower pay, with what can be devastating consequences for workers and their families.</li> <li>• Even before the pandemic, 1 in 9 workers – 3.8 million people – were already ‘insecure’ meaning 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.</li> </ul> <p>Middlesbrough Council therefore resolves to;</p> <ul style="list-style-type: none"> <li>• Ensure local residents are protected against such unscrupulous employers and will 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.</li> <li>• Promote the increasing number of progressive local employers prioritising their employees’ standard of living and their wellbeing, work with our anchor institutions and key partners to bring forward</li> </ul>

			<p>plans to ensure all have best practice employment and to work with recognised trade unions on this.</p> <ul style="list-style-type: none"><li>• Write to the TUC to indicate support for the campaign for a 'New Deal for Working People'.</li></ul>
--	--	--	---