

EMPLOYEE BRIEFING NOTE – 24 JUNE 2021 (TO ALL PERTH AND KINROSS CATERING EMPLOYEES)

TOPIC - PERTH AND KINROSS COUNCIL REVISED CATERING SERVICE

Further to my recent correspondence with you regarding the above, I can now provide you with more information. Hopefully, the 'question and answer' format of this communication will help explain succinctly what the current position is and what the next steps are.

What was the outcome of the Perth and Kinross Council report regarding the provision of universal Free School Meals?

At a Full Council meeting yesterday Perth and Kinross Council decided to move to the delivery of primary and nursery meals being provided from our central production unit (CPU) at Tay Cuisine with effect from 22 January 2022. The full report which was prepared by the Director of Education and Children's Services and presented to elected members is available on the Perth and Kinross Council website [here](#).

What is the significance of 22 January 2021?

This date is when the requirement to offer free school meals to all P5 pupils becomes effective. The anticipated increase in meal numbers from the extension of free school meals to P4 pupils in August 2021 can be delivered at a stretch with the current delivery model but when the initiative extends to P5 pupils the current infrastructure in the primary school estate will be unable to support the substantial increase in demand. Of course, universal free school meals will then be extended further to P6 and P7 pupils by August 2022.

How will this impact on me?

This change in service delivery in the Perth area will not impact on employees who are employed within secondary school kitchens. Drawing from our experience with a similar service delivery model change in the Dundee and Angus areas, it is likely that the majority of employee employed within primary school kitchens will also experience little or no change to their jobs in the revised service model structure. However, it is likely that a number will be affected in that some jobs will no longer be required but new jobs will be created.

Our experience in the Dundee and Angus area was that we were able to introduce the new model with no employees being made redundant on a compulsory basis.

What happens next?

We will now begin a full employee consultation process similar to the one we went through when Angus and Dundee City Councils adopted the central production model. I have written to the Full Time Officials of our three recognised Trade Unions and I intend to meet with them next week to discuss and agree the next steps of our consultation exercise.

Please check your emails for updates over the next few weeks as we want to keep you full informed of any developments and will write to you again shortly with any further updates.

This briefing note forms part of a consultation exercise, which is a two-way communications process. As such, should you have any queries or suggestions that are not covered in this briefing, I would urge you to discuss these with your line manager in the first instance.

Frank Reilly

Head of FM and Human Resources