

NO BACK DOOR PRIVATISATION

Several NHS trusts in England have transferred in-house staff to private companies, known as wholly owned subsidiaries, or 'subcos', to provide services such as estates and facilities. This has been done as a cost-cutting measure, with trusts seeking to exploit tax loopholes and make savings off the back of the workforce.

Services which were previously provided by staff working directly for the NHS are now run by a private operator, with no guarantee that transferred staff will retain their NHS terms and conditions. New starters are often placed on worse terms and conditions, creating a two-tier workforce.

NHS England is now encouraging more trusts to hive off their staff to subcos as part of the latest round of cuts.



SAY NO TO SUBCOS!

UNISON believes that this is simply privatisation by the back door and an excuse to employ staff doing the same job on less favourable non-NHS contracts, sometimes with no access to the NHS Pension Scheme.

Staff providing these services are amongst the lowest paid in the NHS and transferring them to subcos affects the ability of trusts to deliver seamless, joined-up services in the best interests of patients.

Transferring staff to subcos flies in the face of the government's stated ambitions to improve procurement and clamp down on two-tier workforces. UNISON will continue to oppose such plans.

To find out more, speak to your workplace rep or branch, or go to **unison.org.uk/subco**

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