

From:
Sent:
To:

24 January 2011 11:18

h.dawson@...
CollegeChair@...

Cc:

Subject:
Attachments:

Letter to Moira Gibb from the Chair of BASW - The College of Social Work
COLLEGE OF SOCIAL WORK AND BASW NEGOTIATING PROCESS.DOC;
W5233E.PDF

Dear Moira,

I am sorry to trouble you with this but the statement in Friday's letter to you from the Chairs of the Interim Board that they have 'acted lawfully and ethically at all times' requires a response.

One example of their behaviour is evidenced in the attached documents.

The first is a paper sent on behalf of the Chairs and Interim Board following our presentation to them on November 19th

As you can see the paper declares that they wish to 'pursue convergence with BASW and wish to agree a negotiating process and timescale'. The paper goes on to identify 'Trade Union' as the first of its 'Issues to work through and resolve.'

The second attachment is a letter from myself following a meeting of BASW Council on November 25th.

You will see that I respond very positively to Dorit's paper and report the unanimous decision of the Council that we explore 3 matters highlighted by the College including the Trade Union issue as a matter of priority.

The next substantial communication from the College came 8 days later on December 3rd was when they gave us one hour's notice of a press release declaring that the College had reached an agreement with Unison .

BASW do not believe that this is an ethical way to do business.
BASW would never treat any other organisation in this underhand way
BASW will not work with an organisation which is prepared to treat anyone with such contempt.

BASW own the College of Social Work Company Registration and are developing BASW – The College of Social Work to ensure that social workers ourselves play a fundamental role in the transformation of our profession. Everything we do is based on the international code of ethics for social work which governs our behaviour at all times.

We have no time to waste debating absurd statements from a discredited 'organisation' which has no legal name, no standing and is sustained only by public money which could be put to much better use.

Our offer is as Hilton made it to you and the Social Work Reform Board on Friday – to work well with all who sincerely want to achieve something good for social work.

We would be grateful for a positive response both collectively and individually from the Chair and Members of the Social Work Reform Board and we would be delighted to discuss our real and robust plans with any and all of you.

Yours sincerely



Fran Fuller
Chair
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COLLEGE OF SOCIAL WORK AND BASW NEGOTIATING PROCESS

The College of Social Work Interim Board wishes to pursue convergence with BASW and wishes to agree a negotiating process and timescale. As part of that process, it wishes to address the following issues.

WHO NEGOTIATES THE DETAILS

2 named lead officers from each organization
2 named lead Board/Council member from each organization

ACCOUNTABILITY

Monthly reports to Interim Board/BASW Council (the same report to both)

WHERE WE NEED TO GET – by ? 2011

- An agreed shared vision for the College
- An agreed shared purpose for the College
- An agreed shared set of strategic priorities for the College
- An agreed merger process and timescale for this (note that this can only begin once the College has independent legal status)

ISSUES TO WORK THROUGH AND RESOLVE

- Trade Union
- Statutory guidance
- Policy lobbying
- UK
- TUPE
- Communication with BASW members
- Sharing members
- The College's existing plans and use of resources
- External Communications
- Commitment to merger

DEAL BREAKERS FOR THE COLLEGE

- TUPE – the College is new, and wants to be new, and would only look at TUPE issues with legal advice once issues above have been resolved
- Trade Union – the College is pursuing an agreement with Unison to sub contract Unison for Trade Union functions
- Statutory status – the College does not want this (and no other College for other professions has it)



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OF SOCIAL WORKERS LIMITED**

**A COMPANY LIMITED BY
GUARANTEE
REGISTERED IN ENGLAND
NO. 982041**

**CWMNI CYFYNGEDIG
A GWARANTAU
CORFRESTRWYD YN
LLOEGR RHIF 982041**

Ref: FF/slk/W5233

Professor Corinne May-Chahal and Maurice Bates
Interim Co-Chairs
The College of Social Work
c/o Social Care Institute for Excellence
Goldings House, 2 Hay's Lane
London SE1 2HB

25th November 2010

Dear Corinne and Maurice

I was very pleased to hear from Bridget, Phil and Hilton that they thought the meeting last Friday 19th had gone well and delighted to see the email from Dorit confirming that the Interim Board wishes to pursue convergence.

We were slightly surprised to see from Dorit's first draft of the negotiation process that you have already identified three 'Deal Breakers for the College':-

- TUPE – the College is new and wants to be new and would only look at TUPE issues with legal advice once issues above have been resolved.
- Trade Union – the College is pursuing an agreement with Unison to sub contract Unison for Trade Union functions
- Statutory Status – the College does not want this (and no other College for other professions has it).

We have not identified 'deal breakers' but clearly you have raised important issues which we need to address as a priority.

Please find below the text of a resolution agreed unanimously at BASW Council today: -

Resolution

Council notes the initial response to our merger proposal documents from the College of Social Work in particular the items listed as potential 'deal breakers'.

Council is keen to explore these issues as a matter of priority before any other work is undertaken with regard to merger.

Council therefore resolves to establish the BASW Negotiating Team consisting of Chair, Vice Chair, Chief Executive and Development Manager.

Council instructs the Chief Executive to seek a meeting to discuss these matters with the College negotiating team to be held before Christmas.

Council declares their intention to seek sufficient progress on merger discussions by February Council to agree the terms of a Special Resolution for AGM in May.

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Hilton will be in touch with Dorit to arrange our first negotiating meeting.

Best wishes,

Yours sincerely



Fran Fuller
BASW Chair
07971 174681
0121-622 8416

cc Dorit Braun – Project Director