

Trade Union Consultation Meeting

Wednesday, 2 August 2023, 10.30am, Microsoft Teams

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair

Presenting Officers:

Tim O'Connor
Fay Hammond
Massimo Avrili-Booth

Trade Unions

Paul Bishop (Unison)
Tracy Adnan (Unison)
Christine Sesstein (Unison)

Apologies

Nick Long (Unite)
Denise Handscomb-Teagle (GMB)
Anna Woodcock (GMB)

		OWNER
1.	Pensions Team Restructure	
	<p><i>Tim O'Connor presented joined by Fay Hammond</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>In summary, to cope with the additional demands due to the increase in plan members, member requests and the need to ensure succession arrangements are in place it is proposed to create 4 new PO2 posts and 2 additional SO1 posts as detailed in the report. 2 PO1 Pension Systems and ~Admin Officer posts will be deleted. The postholders placed at risk and recruitment to the new posts will be ringfenced to these officers.</p> <p>There were no questions for the TU's FH mentioned that this proposal does not meet the organisation design principles but is a practical model of service delivery. JM asked for this to be addressed in the restructure report and sent to HR before commencement of the staff consultation.</p> <p>TU's had no objections to proceeding.</p> <p>FH confirmed that the additional costs will be met by the pension fund and the business case to deviate from the organisation design principles agreed by EMT will be addressed in the report.</p>	TO'C/FH
2.	Private Electric Vehicle Charging Policy	
	<p><i>Massimo Avrili-Booth presented</i></p> <p>The draft policy was shared ahead of the meeting</p> <p>Electric charging points have been installed in the Civic Centre car park and staff can request a FOB to charge their personal vehicle and are not currently charged. The proposal and policy will introduce a charging mechanism for staff who wish to use the charging points for personal vehicles. Staff will be charged the cost to the Council only.</p> <p>JM asked if the current arrangements are a taxable benefit. MA-B was not sure and will check with payroll.</p>	

	<p>PB asked if the charge points are only at the Civic Centre. MA-B said as the charge points are supplied by an external provider, he wasn't sure if the fob will allow the employee to use any public charge points. He will check this and report back.</p> <p>TA asked is the time the employee is allowed to remain on the charge point restricted as this potentially restricts other potential users. She also asked if the charge points are only available for staff who pay to park in the Civic Centre car park. MB-A will check this point and will report back.</p> <p>JM suggested they should slow down the implementation of this policy to allow time for this additional points to be investigated. She also suggested that if the fob is not restricted to the charge points in the Civic Centre car park, an alternative is for staff to register their card details with the supplier and to use the charge points in the same way as any other member of the public.</p> <p>Actions: MB-A to respond to the questions raised and come back with a further update.</p>	MB-A
3.	Notes of previous meeting, 5 July 2023	
	<ul style="list-style-type: none"> • Raise Trade Union's ULEZ concerns to EMT meeting. Post meeting notes: The matter of reimbursing staff who use their vehicles for business travel when the new ULEZ rules come into effect was raised. The Council will not be reimbursing this cost. <p>JM provided an update. This has been raised internally and the decision is that the Council will not reimburse staff. The Council has also reached out to other London councils and the majority are not reimbursing the ULEZ charge. If the individual is an essential car user and required to use their own vehicle during working hours, they should discuss this, including alternative arrangements with their manager.</p> <ul style="list-style-type: none"> • TU colleagues still have no access to water. <p>JM confirmed that the Council no longer has a contract for free standing water dispensers. She has discussed this with FM who are checking if there are any dispensers that use a water bottle rather than being plumbed into a water pipe. Water is available in the staff room located in B-block.</p>	TO/JM
4.	Any other business	
	None	
	<p>Next meeting</p> <p>Wednesday, 16 August 2023 10.30am</p> <p>Microsoft Teams meeting</p>	