

Trade Union Consultation Meeting

Wednesday, 11 October 2023, 10.30am, Microsoft Teams

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair

Presenting Officers:

Jon Newman
Liz Griffiths
Tinu Olowe
Karen Page
Brett Leahy
James Smith
James Wheeler
Padmini Patel
Irene Papasavva

Trade Unions

Paul Bishop (Unison)
Christine Sesstein (Unison)
Tracey Adnan (Unison)
Anna Woodcock (GMB)
Denise Handscomb-Teagle (GMB)
Mary Goodson (GMB)
Alastair Blundell (GMB)

Apologies

Nick Long (Unite)
Shaleena Burahee

		OWNER
1.	Send Travel Broker Team Restructure	
	<p><i>Jon Newman/Liz Griffiths presented</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>The proposal is to create 1 full-time SEND Travel Broker (SO1). This post will focus on achieving savings. This role is currently covered by an agency worker.</p> <p>TU Questions:</p> <p>TA asked who is in the current team. LG explained that the previous Senior Travel Broker retired and was replaced within the team. Due to increased demand they need to create this additional post.</p> <p>MG asked how many people are in the existing team. LG responded there is 1 Senior Travel Broker and 1 Travel Broker. In addition, there is an agency worker who will be replaced by this new role.</p> <p>JN confirmed that TT is aware and supportive of this proposal.</p> <p>No further questions.</p> <p>TU's had no objections to proceeding</p>	
2.	HR & OD Restructure	
	<p><i>Tinu Olowe presented</i></p> <p>The report and associated documents were shared ahead of the meeting.</p>	

	<p>The Council is required to deliver significant savings and each service has been allocated an amount. This equates to £0.5m for the HR & OD team. TO's report outlines the proposal to deliver these savings which will change how training is delivered and will result in a number of post reductions and freezing recruitment to a number of vacant posts. This proposal also includes the corporate requirement to reduce the number of heads of service by 20%.</p> <p>TU Questions: TA asked if the Employee Experience post should be deleted given the impact on the corporate training offer. TO noted this comment but explained that the HOS reduction must be made and will change how the overall service is delivered. At this stage the proposal may change and she will be seeking feedback from all staff directly affected by this proposal.</p> <p>CS asked if TO is confident that the service will still be able to deliver and effective service. TO explained that the budget deficit will be difficult for all services and each service will need to focus on their priorities. JM mentioned that the HR team are excellent experienced officers and the team is stable with very low turnover.</p> <p>PB asked why HR are expected to make these changes at a time when the whole Council is going through significant change. HR will be key to support these changes. TO noted this comment and explained this is a directive from EMT and elected members to deliver necessary savings to enable the Council to meet the MFTP. PB expressed he believes this is a wrong decision and it is wrong to lose a HOS post at this time. TO responded that these are difficult choices but necessary decisions. She will share the concerns raised by the TU's with EMT.</p> <p>MG reported that the decision to lose senior officers may be welcomed by lower graded staff as it will send the message that it is not just them.</p> <p>MG said this proposal may increase sickness absence among the HR team.</p> <p>No further questions.</p> <p>TU's object to the proposal which was noted</p>	
3.	Strategic Planning and Design Restructure	
	<p><i>Karen Page/Brett Leahy presented supported by Irene Papasavva</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>To meet the current budget pressures, the proposal is to delete 2 vacant PO1 posts and 2 MM2 posts. The MM2 post holders will be at risk but can apply for the vacant HOS2 post. The remaining work can be absorbed by the remaining team.</p>	

	<p>TU Questions: PB asked if the team were aware of the proposal and BL confirmed they have not yet been told. The plan is to speak to the two officers following the TU meeting. BL did mention that the team were aware of the budget pressures.</p> <p>No further questions.</p> <p>The TU's object to the proposal which was noted</p>	
4.	Cleaning Service Restructure	
	<p><i>James Wheeler/James Smith attended</i></p> <p>JS provided an update. Following the further comments raised in the staff meetings, JS asked the area managers to review all proposed changes and to have conversations with each individual who is impacted by a change. He has now gone through the data, including the information inherited from Norse. Detailed specifications have been created for each site that informs the resource requirements for that site.</p> <p>During the process, more staff have come forward seeking redundancy and estimates have been provided.</p> <p>JM asked about staff on multiple contracts where all work on any particular contract is removed with no reasonable alternative offered. JW confirmed that in this situation the contract is redundant and the employee will be entitled to receive redundancy against that particular contract.</p> <p>TU Questions:</p> <p>MG said members of staff are confused. JS said their area manager should be speaking to them if they have any concerns or questions. JM also said that, where the TU is picking up specific concerns relating to an individual member, they should approach JS or HR so it can be investigated.</p> <p>MG asked where staff are expected to work during their trial period and JS responded that they should be working to the new arrangement so the employee can test the new working location/hours.</p> <p>TU's requested a copy of the spreadsheet JS is using and he confirmed this will be shared by Friday, 13th October. JW will ask JS to share the cleaning audits of sites where the TU's have previously raised concerns.</p> <p>CS asked if there is a new implementation date. JS said he will share the spreadsheet before committing to a new date.</p>	
5.	Actions	
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6.	Notes of previous meeting, 27 September 2023	
	<ul style="list-style-type: none"> • JM to share papers for this meeting with GMB colleagues (sent 28/9/23) • JM to include AB and MG on circulation list and invites to future meetings. • JM to arrange meeting with James Smith and James Wheeler for a further discussion about the Cleaning Services restructure and for JS to take them through his spreadsheet. (Meeting arranged for 6/10/23) • JM to circulate the EqIA supporting the new Recruitment & Selection Policy 	JM
7.	Any other business	
	None	
	Next meeting Wednesday, 25 October 2023 10.30am Civic Centre, 1st Floor, B Block, Meeting Room 3	