

Trade Union Consultation Meeting

Wednesday, 26 April 2023 10.30am, Microsoft Teams

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair
Shemelia Lewis, Note Taker

Presenting Officers:

Fay Hammond
Zhensheng Chen
Bridgette Cowley
Mary Mullany
Richard Sorensen
Malcolm Dabbs

Trade Unions

Anna Woodcock (GMB)
Denise Handscomb-Teagle (GMB)
Tracy Adnan (Unison)
Christine Sesstein (Unison)

Apologies

Nick Long (Unite)
Paul Bishop (Unison)

		OWNER
1.	Housing Gateway Ltd & Enfield Let Income Recovery Team	
	<p><i>Fay Hammond / Zhensheng Chen / Bridgette Cowley presented</i></p> <p>Income and Debt service is responsible for the rent collection of Council Housing, Temporary Accommodation, Housing Gateway Ltd (HGL), Enfield Let (EL) and Garages. The service is also responsible for the collection of former tenancy arrears. Due to the current cost of living crisis, more tenants are falling into rent arrears and need support from the Council. We are also in the process of changing the housing system which will require more system testing and training. The Council is also planning to increase the housing stocks for HGL and EL.</p> <p>To fully support the team, it is proposed to:</p> <ul style="list-style-type: none"> Recruit 1 team leaders (PO2) and 1 Assessment officer (scale 6) for the income management of HGL and EL. <p>We anticipate the existing senior officer (SO2) within the team will be in a strong position to succeed and we are aware that they have expressed their interests to the above position.</p> <p>To neutralise the increase of staffing cost, it is proposed to:</p> <ul style="list-style-type: none"> Delete the SO2 post once the PO2 post has been appointed Delete the current vacant scale 4 post once the scale 6 post has been appointed. <p>The additional cost will be funded by the HGL Ltd which has been signed off in the service level agreement.</p> <p>CS asked if there is a bigger workload, shouldn't there be more staff rather than upgrading roles? How will the service manage this? ZC responded the current SO2 post holder is carrying out some management responsibilities so it will be best to upgrade</p>	

	<p>their role to reflect the duties they already carry out and to give them more structure to their responsibilities to better support the team. The Sc4 post has been vacant and therefore filling this post with a more senior and experienced post holder will create additional capacity.</p> <p>TU's had no objections to proceeding</p>	
<p>2. Street Homeless Service</p>		
	<p><i>Mary Mullany / Richard Sorensen / Malcolm Dabbs presented</i></p> <p>The Street Homeless Service received £2,896,111, in funding from the Rough Sleeper Initiative for 2022-2025. Part of this funding was to deliver an Outreach Service for rough sleepers. The proposed changes to the Street Homeless Team Resettlement Team will enable us to deliver an effective Outreach team, with a full-time Manager, to find, visit, needs assess, support and house rough sleepers in Enfield.</p> <p>The current posts are filled via agency, and it is proposed to create 3 new posts in the structure on Fixed Term Contracts:</p> <ul style="list-style-type: none"> • 1x Outreach Manager at PO2 grade • 1x Lead Outreach Worker at SO1 grade • 1x Assistant Outreach Worker at Sc6 grade <p>The Outreach manager will be managed by the Street Homelessness Team manager. The additional posts will be appointed on the fixed-term contracts until March 2025. Funding of the additional posts are fully funded from the RSI 22-25 grant, are included in the HAS budget for 2022/23 and have been approved by the Finance Team.</p> <p>CS asked what does the Rough Sleeper team do and how does making the service in-house benefit the work that is being done for homeless individuals? MD responded the rough sleeper service was created 3-4 years ago with the support of Thamesreach as they had the specialism and knowledge in this type of service. September last year, Thamesreach stated they can no longer provide management support to our team as they were dealing with cuts. Despite this, the team had developed expertise and skills and are more than capable to deliver high quality service for rough sleepers.</p> <p>TA asked why do you feel there are significantly better outcomes with this restructure? What has been achieved so far? MD responded in 2018 when the service was started, there were approx 79 rough sleepers on any one night. Most recent data shows that there are only 6 rough sleepers approximately on any one night. Since COVID, the service has outreached and have housed and moved on 870 rough sleepers. So, although the number of rough sleepers has risen, the service is identifying these people and housing them. In the year of 21/22, Enfield has seen a reduction of rough sleepers by 46-48%.</p> <p>CS asked how does the service get people housed? MD responded at first there is outreach, the next step is to take them to off-street accommodation which includes the services' Safe to Stay Hub that has 12 units of accommodation and 24/7 support staff. The service also has other agencies such as the Enable Substance Misuse, DWP, Landlords and other support staff and services. There are separate services for men and women in order to keep everyone safe and comfortable. The next step after this is to move someone to Settled Accommodation. The average move on time is 37 days. Move on options include Rough Sleepers Accommodation Programme that has the highest allocation of capital and revenue funding. The service has been able to buy 91</p>	

	<p>properties with the funding from this programme through housing gateway to house rough sleepers. There are 9 support staff in this programme. There is also the Housing First Scheme that deals with more complex needs and is externally funded to support individuals. The service also has the Private Rented Scheme where we procure private rented accommodation which has been successful. There are other schemes that the service does provide.</p> <p>TU's had no objections to proceeding</p>	
3.	Notes of previous meeting, 12th April 2023	
	<ul style="list-style-type: none"> • It was mentioned in the last meeting to discuss the following: There is currently a delay in recruitment where there is a restructure for post creation for a small number of posts, that are externally funded, and no-one is at risk. This delay can be compounded by delaying the recruitment until the report has been presented at these meetings. It has therefore been decided, in the case that has been described, recruitment will go forward, and the report will only be brought to this meeting for noting to ensure Trade Union colleagues are kept informed. This will still come to the first available meeting and if the TU's identify any issues that haven't been considered, it will not be too late to stop or delay the recruitment process – Trade Union colleagues have all agreed that this is an appropriate course of action. • Following a concern raised by TU colleagues at the last EMT/LJG meeting EMT have agreed that the relevant service directors should attend the fortnightly Trade union meetings with their restructure reports and supporting officers. This is now being implemented. 	
4.	Any other business	
	None	
	<p style="text-align: center;">Next meeting</p> <p style="text-align: center;">Wednesday, 10th May 2023 10.30am</p> <p style="text-align: center;">Microsoft Teams meeting</p>	