

Trade Union Consultation Meeting

Wednesday, 30 August 2023, 10.30am, Microsoft Teams

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair
Tinu Oluwe
Shaleena Burahee

Presenting Officers:

Eleanor Brown
Lee Shelsher
Anne Stoker
Andrea Wilkinson

Trade Unions

Paul Bishop (Unison)
Christine Sesstein (Unison)
Anna Woodcock (GMB)

Apologies

Tracey Adnan (Unison)
Mary Goodson (GMB)
Nick Long (Unite)
Zulkifl Ahmed

		OWNER
1.	Customer Services Team Leader Post creation	
	<p><i>Lee Shelsher presented and joined by Eleanor Brown</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>Key point is to create a new SO1 post. The budget has already been signed off by Finance. There is a staff member who is currently in that post but as an honorarium and the service would need to go through the normal recruitment process.</p> <p>TU Questions:</p> <p>None</p> <p>TU's had no objections to proceeding</p>	
2.	Family Assessment Team	
	<p><i>Anne Stoker presented and joined by Andrea Wilkinson</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>In summary, the service proposed to create a new part-time social worker post and cease the current arrangements with the NHS to provide a Clinical Psychologist post. Currently, where there have been no social workers available the service sources support externally at a higher cost. The service does not require a full-time psychologist as they already have links with CAHMS for a bespoke service on an 'as and when' basis.</p> <p>TU Questions:</p> <p>CS wanted confirmation from AS and AA that management are confident a psychologist from CAMHS will be able to fulfil the service. AA and AS both confirmed they are confident. Their linked psychologist from CAHMS will be</p>	

	<p>joining their Teams meeting on the 5th September 2023.</p> <p>No further questions.</p> <p>TU's had no objections to proceeding</p>	
3.	Delivering Better Value Project manager Role / SEN Team	
	<i>Zulkifil Ahmed did not attend therefore will be deferred to a future meeting.</i>	
4.	Electric Vehicle Car Leasing Policy	
	<i>Massimo Avrili-Booth deferred to next meeting</i>	
5.	Actions	
	None	
6.	Notes of previous meeting, 16 Aug 2023	
	<ul style="list-style-type: none"> • Julie Mimmagh to obtain a copy of Recruitment Policy EQIA once Muazzam Khokher returns from leave • MA-B to respond to questions on Electric Vehicle Charging Policy raised and come back with further update - was not sure and will check with payroll 	
7.	Any other business	
	<p>Cleaning Consultation Meetings. CS mentioned a number of staff attended the consultation meetings and have concerns over their hours being reduced and asked to travel to places that will take 3 bus changes.</p> <p>CS spoke to a number of staff and is under the impression that not many of them received their 1st – 3rd preferences. Cleaners feel that staff have not been considered.</p> <p>A question was raised from TO if James Smith had made a list of outstanding concerns. CS confirmed that James Smith did make a note of concerns and would look at them and see where they could change things but could not make any promises. Still looking at outstanding queries.</p> <p>Staff are concerned that they are being asked to sign new employment contracts which was disputed at meetings. Staff raised issues of redeployment and there is a need for all these concerns to be clarified. (CS)</p>	

	<p>Trial period. JM to pick up with Padmini Patel. The trial period would see if they can manage the journey, the hours, or complete the job in those hours.</p> <p>JM agreed to arrange a separate meeting with James Wheeler, James Smith and HR to discuss the outstanding issues.</p>	JM
	<p style="text-align: center;">Next meeting</p> <p style="text-align: center;">Wednesday, 13 September 2023 10.30am</p> <p style="text-align: center;">Civic Centre, 1st Floor, B Block, Meeting Room 2</p>	