

Trade Union Consultation Meeting

**Wednesday, 14th February 2024 10.30am, Civic Centre 1st Flr, B-Block Meeting Room 3 and/or
Microsoft Teams**

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair
Tinu Oluwe
Shaleena Burahee (notes)

Presenting Officers:

Dudu Sher-Arami
Adrian Gorst, Priya Javeri
Nick Denny, James Wheeler
Vanessa Tanner

Trade Unions

Tracy Adnan (Unison)
Anna Woodcock (GMB)
Denise Handscomb-Teagle (GMB)
Alistair Blundell (GMB)
Sulaymann Mughal (GMB)
Paul Bishop (Unison)

Apologies

Nick Long (Unite)
Mary Goodson
Christine Sesstein (Unison)
Omotayo - (GMB)

		OWNER
1.	Strategic Infant Feeding and Training Lead – Post Creation	
	<p><i>Dudu Sher-Arami presented.</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>Key Points:</p> <p>A proposal put forward to create a new post Strategic Infant Feeding and Training Lead. The post will be funded through additional grants received from the DfE. The new role will sit within the Public Health function and the key focus is around the development of the borough on infant feeding and breast feeding. A JD has been created and evaluated at MM1. Templates from other boroughs with similar roles were used as a guidance.</p> <p>TU Questions: Questions were raised mainly around if individuals who are currently at risk in the Public Health department can apply to the new role; the confidence in being able to recruit someone who is suitable for the role and the average salary for this role. DSA explained that the role would require someone with a certain level of experience and currently there is nobody in Public Health who has that level of experience. The service is confident that there are people who would apply who have interest and the relevant experience. DSA also mentioned that they have looked at other boroughs JDs and salaries and Enfield’s JD and pay grade is comparable.</p> <p>TO asked if the wider public health team are able to apply for this job role. DSA advised that the only person who has the required level of experience is the person who will be managing this post.</p> <p>No further questions and no objections.</p>	

2.	Digital Services Restructure	
	<p><i>Adrian Gorst/Priya Javeri/Vanessa Tanner</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>Key Points:</p> <p>Digital Services has a target of reducing staffing costs by £200k. A proposal was put forward proposing a restructure and to remove 5 existing HOS2 posts and to create 2 senior HOS3 posts with wider remits. The rationale of this restructure is to deliver savings due to the Councils current financial pressures. Providing there are no objections the 30-day consultation will begin on 15.02.2024 and once this takes place the documents will be shared to those affected. Two of the five HOS2 roles are vacant and the vacant roles are Head of Enterprise Architecture and Head of Security and Cyber Security.</p> <p>TU Questions:</p> <p>The total cost of the redundancies is approx. £60K as two of the HOS have been in service less than 5 years. TUs asked if those at risk will be ringfenced to the new positions being created. AG said that discussions with those affected will start on the 15.02.2024 and conversations about experience relating new roles will also be discussed.</p> <p>The TU's objected to the proposal which was noted. The consultation will start 15.02.2024</p>	
3.	Construction, Maintenance & Facilities Management	
	<p><i>Nick Denny/James Wheeler/Vanessa Tanner</i></p> <p>The report and associated documents were shared ahead of the meeting.</p> <p>Key Points:</p> <p>A proposal was put forward to delete 7 posts, of which 1 of the 7 posts are vacant. There was a 'lift and shift' prior to this, and discussions had taken place on the appropriate structures and what the proposal would look like going forward. The proposed structure does result in a reduction of team but will be streamlined.</p> <p>TU Questions:</p> <p>TUs asked ND to go through the documents which were shared ahead of the meeting, in further detail. ND highlighted that he and JW are trying to remodel the management structure. There are 6+ MM posts and a headcount of 18 which is quite heavy on the MM positions. Providing no objections, going forward with the proposal, managers will be able to manage more effectively with less duplication. The service did create a PO1 post to provide career progression. They have tried to create a structure where there are opportunities for growth and development. JDs have been evaluated. JM asked when consultations will start, ND advised that he will be talking to those affected informally on 16.02.2024 and consultation will formally start on 19.02.2024.</p>	

	<p>TO requested that due to the complexity of the department, if the service could produce an overall summary of which teams carry out which roles, and for the summary to be put into the Cultural Matters comms. ND agreed and will action.</p> <p>No further questions and no objections received</p>	
4.	Market Supplement Payments	
	<p><i>Julie Mimmagh/Tino Oluwe</i></p> <p>Key Points:</p> <p>JM provided a verbal update on MFS. Currently the council has an option to award MFS payments under strict criteria outlined within existing guidance. MFS payments are paid as a monthly payment in addition to monthly salaries. If an individual who is receiving MFS payments are not on the top point of their scale they will get the incremental progression. An MFS is always subject to review usually 12 or 24 months. Having reviewed further, HR are proposing to revert back to how the guidance operated prior to 2023, where the MFS payment is reduced by the amount of the pay award. The individual in receipt of the MFS will still receive incremental progression if they are not on the top spinal point of the pay grade. The rationale is that the MFS is based on market evidence and by applying the pay award the MFS and salary is likely to exceed the market evidence and therefore expose the Council to risk of challenge. An MFS payment is not guaranteed and may go up, down or be removed following each review. All needs to be supported by robust evidence.</p> <p>TU questions:</p> <p>A question was asked about the number of individuals who are receiving an MFS and what areas they are in. As of Quarter 3, 129 individuals are in receipt of MFS and are paid against roles where Enfield is competing with private sector jobs eg: IT, Property and Meridian Water jobs. Comparable jobs to other authorities are Property jobs. Comms are to be shared with those individuals who are in scope and to advise in advance, that come the next pay award (the proposed above) is what the Council is looking to do. TO wants to ensure that Line Managers are aware.</p> <p>No further questions and no objections</p>	
5.	<p>Decisions/Actions:</p> <ul style="list-style-type: none"> • Agenda 3 – Nick Denny to create overall summary of department to go in Cultural Matters • Agenda 4 – JM to share updated MFS Policy with TU members <p>AOB</p> <ul style="list-style-type: none"> • Agreed to use Copilot for future TU meetings. 	