

Trade Union Consultation Meeting

**Wednesday, 6th December 2023 10.30am, Civic Centre 1st Flr, B-Block Meeting Room 2 and/or
Microsoft Teams**

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair
Tinu Olowe
Iona Mackinnon

Presenting Officers:

Peter Nathan, Suzy Francis,
Emma Gore-Langton
Joanne Drew, James Downing,
Glen Stewart
Andrea Kilby, Terry Osborne
Ivana Price, Olga Philbrook

Trade Unions

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

Anna Woodcock (GMB)
Alistair Blundell (GMB)
Denise Handscomb-Teagle (GMB)

Apologies

Nick Long (Unite)
Mary Goodson
Kai Leighton - Unison

		OWNER
1.	Educational Psychologist team within the Education Dept	
	<p><i>Peter Nathan/ Suzy Francis/ Emma Gore-Langton</i></p> <p>SF explained that there is a national and local shortage of Educational Psychologists and that the team have had their own issues with recruiting permanently.</p> <p>The team recruited 6x fixed-term Assistant Educational Psychologists (EP) in April 2022. The Assistant EP's have been working in commissioned partnership projects and working in partnership with HCPC Educational Psychologists on statutory assessments and Schools Traded Work. SF explained that they conducted a review of the service to see if this way of working is supporting the Educational Psychologist department. The proposed restructure going forward is to reduce the amount of Assistant Educational Psychologists from 9 FTE to 4 FTE.</p> <p>SF explained that 3x Assistant EP's have left the service already, with 5x Assistant EP's still in post and therefore 1x Assistant EP post will be at risk.</p> <p>JM asked when the consultation period will begin. EG explained that they will start the consultation as soon as possible.</p> <p>No further questions or objections.</p> <p>The TU's raised their objection that was noted</p>	

2.	Council Housing Restructure	
	<p><i>Joanne Drew/ James Downing / Jemima Paddon</i></p> <p>The Community Spaces Team has been functioning for the past two years, as there has been some change to the team, James Downing (JD) believes now is the ideal time to create a structure fit for purpose.</p> <p>JD explained that the Community Spaces Team look after two different types of buildings, General Fund (GF) Buildings and Housing Revenue Account (HRA) Buildings. These are accounted for differently and separately. General Fund Buildings and Grade II listed buildings require permanent staff, whereas community centres such as Kempe Hall can be given access without permanent staff being present.</p> <p>Within the current structure there is 1x Operational Manager and 1x vacant New Business Manager. JD explained that the current structure isn't working as management of the HRA Buildings has shifted to the Community Spaces Manager which isn't practical for long term. The proposed restructure will create clear responsibility for HRA and GF portfolios and help drive business forward.</p> <p>The new structure will delete the 1x vacant Business Manager post and 1x Community Spaces Operational Manager post.</p> <p>Two new posts will be created 1x Housing Halls Operational Manager and 1x Community Centres Operational Manager. Both JD's have been evaluated at PO1. The new structure will also include 3x Community Spaces Officer posts instead of 4. JD added that this proposed restructure will create around £40k in savings.</p> <p>PB asked JD around the use of casual staff and how often they are used. JD explained that currently they have 1.5x Front of House officers that are used for buildings such as Salisbury House which requires permanent staffing. JD added that where permanent staff cannot be used, for example, when buildings are closing late, casual staff are required. Sometimes casual staff are needed more depending on the number of bookings they receive and how busy buildings can get.</p> <p>PB asked whether there will there be any redundancies. JD explained that there is potential for a redundancy but hopes this will be avoided.</p> <p>Consultation period to begin potentially week commencing 11/12/23 – this may extend to cater for the Christmas period and staff being on leave.</p> <p>No further questions.</p> <p>The TU's raised their objection that was noted</p>	
3.	No Smoking Zones	
	<i>Glenn Stewart</i>	

	<p>GS explained that the Council is committed to reducing smoking and went through the proposal to fine people for smoking outside the Civic Centre. GS added that from a leadership and public health point of view, they want to introduce a public space protection order (PSPO) to outline where people are not allowed to smoke outside of the Civic. If individuals smoke in these areas, they will receive a Fixed Penalty Notice (FPN). This proposal went to EMT two weeks ago. EMT made suggestions which GS is currently working through.</p> <p>GS would like to introduce the PSPO for March 2024.</p> <p>TU colleagues questioned why the proposal doesn't include vapes. GS explained that the NHS recommends vaping as a way of stopping smoking and explained that it is the tar in cigarettes which is deadly. TU colleagues commented on the long-term health issues which vapes can cause, as well as the amount of harmful, cheap vapes that are easily available in shops. TA added that schools are facing an epidemic of young people who are vaping and also believes the policy should include banning vaping and that it shouldn't be one or the other. TA encourages GS to speak with Head Teachers who will be able to provide more information and data on the number of children vaping in the borough. GS replied that the Government will be providing funding in April 2024 to work with young people to reduce vaping. GS will also speak with Esther Hughes/ Martin Rattigan to work on fining businesses who sell vapes to underage children.</p> <p>AB raised that staff may complain and have issues with the fines. This is because there are different fines for smoking in front of the Civic and for dropping cigarettes on the floor/ littering. GS will also speak with Esther Hughes/ Martin Rattigan regarding the issuing of fines.</p> <p>AW asked how GS is going to police the proposal. GS believes that if there are clear concise communication campaigns then staff will understand and adhere to the policy.</p> <p>TU colleagues do object to this proposal. They would like the proposal to include vaping and asked for this to return to a future meeting.</p> <p>No further questions.</p>	
<p>4.</p>	<p>Law and Governance.</p>	
	<p><i>Terry Osborne and Andrea Kilby</i></p> <p>Within the Legal Service there are several disrepair cases being brought against the Council by legal firms up North who are pursuing cases for tenants. Terry Osborne (TO) believes that work can be done at a lower level which will allow Senior Lawyers to be freed up to focus on more complex and sensitive work.</p>	

	<p>TO would like to create a new Disrepair Team with around 3 or 4 Legal Officers (1x PO1 and 2x SO1). There will be 1x SO1 Litigation Legal Officer which will be moved over to the Disrepair Team. These posts will be working under the Senior Disrepair Lawyer and Principal Lawyer.</p> <p>There will be 1x MM1 Disrepair Lawyer post which will be deleted by this restructure. This post is currently a fixed-term role, and the post holder will be at risk of redundancy.</p> <p>TO explained that within Legal Services they are also struggling to recruit Safeguarding Lawyers. They would like to delete 1x vacant MM1 post and create 1x PO2 post. This is because the team has received more applicants at this level.</p> <p>CS asked whether TO has spoken with person at risk. TO has spoken with the individual and explained there may be other opportunities available to apply for within Legal Services.</p> <p>JM asked when the consultation will begin. TO explained the consultation will begin from today 06/12 and will be kept open for 30 days. CS added that if redundancy will take place, then the individual at risk will be allowed advice from HR.</p> <p>The TU's raised their objection that was noted</p>	
<p>5.</p>	<p>Post creation – CAPVA Champion</p>	
	<p><i>Ivana Price/ Olga Philbrook</i></p> <p>IP explained that they are proposing to create 1x CAPVA Champion post which is externally funded for a 2-year period. The proposed approach is to recruit internally first as IP hopes there will be staff with the skills required for this role.</p> <p>CS asked grade of the role. OP explained its SO2</p> <p>No further questions and the proposal was noted</p>	
<p>6.</p>	<p>Decision Notes and Actions Arising 22 November 2023</p>	
	<p>Key Points:</p> <p>JM shared notes of the last meeting and there weren't any outstanding actions.</p>	
	<p>Any other Business</p> <p>JM will check agenda for next meeting and will confirm whether the meeting on the 20th December will go ahead.</p>	