

**Trade Union Consultation Meeting
Wednesday 22 August 2018 - 10.30 am
Decision Notes and Actions Arising**

Attendees: LBE

Tony Gilling
Doug Wilkinson/Olga Drovandi
Linda Hughes/Olga Drovandi
Nadine Clark note-taker

Trade Unions

Paul Bishop (Unison)
Anna Woodcock (GMB)
Matt Mills (GMB)
Terry Smith (Unite)

Apologies

Tracey Adnan (Unison)
Christine Sesstein (Unison)

		ACTION
1.	Staff Reductions	
	<p>DW stated he has seven HOS reporting to him. He has spoken to the HOS with regard to the best way of achieving savings. Proposed to delete Waste & Parks/Street Scene and create a combined post. Indications are that one of the HOS is happy to go on voluntary redundancy.</p> <p>Delete vacant Dave Coventry post, Principal Officer, Public Health, vacant group leader – Traffic Road Safety. Delete Private Rented Sector MM2 post but it is hoped that the Council will agree to implement a private rented licensing scheme which will provide a funded post for redeployment. One team leader adjudication post will be deleted but the indications are that one officer is happy to take redundancy.</p>	
2.	Pilot Project to Increase Support to UASC	
	<p>The Council has been given a Government grant £324k to control migration of asylum seekers. If an asylum seeker presented in Enfield, they will be automatically classified as a looked after child. The Council is therefore obliged to provide support. Need to get maximum value out of grant. Proposal to appoint an outreach officer, SO2 and commission services e.g. trauma training. The trade unions stated that they would reserve their judgement on this proposal pending consultation with their regional office and they will get back to Linda Hughes next week.</p> <p>Post meeting note:</p> <p>People DMT has had further consideration of the issue and new proposals will be tabled at a later TU meeting.</p>	
3.	Children's Social Care Restructure	
	<p>LH gave an overview of the management restructure of Children's Social Care. The net saving is £40k and involves the Principal Social Worker post. The deletion of a number of vacant posts and the creation of a Head of Early Help (HOS3) and a Principal Social Worker MM2 post. The restructure gives an opportunity for the Council to create a Social Worker Practice Academy which will be a beacon of training excellence and will be part of the recruitment and</p>	

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	retention strategy for Social Workers.	
4.	Waste Services	
	DW gave a presentation on proposals to move to fortnightly collections and paid green collection. The staffing reductions would be 93.5 – 74.5 but due to the number of agency staff on roll, we do not envisage any compulsory redundancies. The proposals would produce £2 million net savings. To support this initiative and promote recycling, four additional officers will be recruited. Aiming for 13 February 2019 Cabinet.	
5.	Matters Arising from the Minutes	
	<ul style="list-style-type: none"> i) John Sharkey agreed to liaise with the trade unions next week with regard to Passenger Assistant staffing structure and the Edge Contract. ii) Tony Gilling agreed to send the TU the Health & Safety Programme Director JD. iii) Terry Smith will be meeting Lorraine Kingston next week to discuss the medical report fees. iv) Tony Gilling put forward a proposal to widen the pool of officers who can chair appeal hearings to Heads of Service with effect from 1 April 2019. This is due to the fact that at that point of time, there will only be 12 Directors which given that officers from the same department cannot hear appeals only leaves eight available. The trade unions agreed to consider this and further discussion will take place. 	<p style="text-align: right;">JS</p> <p style="text-align: right;">TG</p> <p style="text-align: right;">TS</p> <p style="text-align: right;">TUs</p>
6.	Any Other Business	
	None	
	Date of Next Meeting	
	5 September 2018 – 10.30 am	