

**Enfield 2017**  
**Wednesday 12 August 2015, 10am**  
**Decision Notes and Actions Arising**

**Attendees**

**Management**

Tony Gilling  
 Mark Stone  
 Sally Kanabar-Wilson  
 Lynda Wreyford  
 Lorraine Davies  
 Sally McTernan

**Trade Unions**

Paul Bishop            Unison  
 Christine Sesstein    Unison  
 Anna Woodcock        GMB  
 Terry Smith             Unite

		<b>Action</b>
<b>1.</b>	<b>Finance</b>	
	<p><i>Sally Kanabar- Wilson</i></p> <p>32 requests for options meetings. 11 voluntary redundancy requests. 15 staff are 50/50. 30/31 July formal consultation meetings taken place - closes 31 August. Currently awaiting JD to be completed then job evaluations. 83 staff into 48 posts. All staff put on redeployment with effect from 3 August. It was agreed that the AD Finance will write to staff giving further clarification on what the Finance function will deliver.</p>	
<b>2.</b>	<b>Council Housing Estate Review</b>	
	<p>TG stated that there appears to be some confusion about whether the Community Engagement teams within the Council Housing function would be allowed into the ringfence for the Estate Management review. TG stated that he had been informed that the team had been classified in the Customer Gateway hub and, as such, under the agreed procedure with the trade unions they would not be included in the first ringfence for the estate management review. However, if there are vacancies at the end of the restructure, they would be allowed to apply at that point. TG agreed to look into the issue of whether the classification was correct.</p>	
<b>3.</b>	<b>Business Support</b>	
	<p><i>Lynda Wreyford</i></p> <p>Closing date for applications Friday 7 August. 79 requests for voluntary redundancy. 4 staff who are on long term sickness released on 19 August as agreed with the trade unions. Some concerns from staff re not being able to access PILON. However, business requirements are such that there is a need for staff to continue working in the transition period. HOS advertised Monday 24 August. 12 applications, 10 shortlisted for the 14 team leader posts. Remaining team leader posts advertised in redeployment on 13 August. Selection for support officers week beginning 24/8 – 11/9. 135 staff applied for 139 fte posts. 6 fixed term contract staff are able to apply. The numbers applying have reduced as a number of staff have been successful in securing a trial period in redeployment.</p>	
<b>4.</b>	<b>Trading Company</b>	
	<p><i>Lorraine Davies</i></p> <p>Lorraine Davies informed the meeting that a report will be going to committee in</p>	

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		Action
	<p>September recommending the creation of a local authority owned company which will provide services including Day Centres e.g. Formont, Community Alarm, Outreach. The benefit of this approach includes the ability to trade to secure additional income. The trading company would be flexible and able to provide services outside of the borough.</p> <p>There are 2 proposals with regard to the transfer of staff:</p> <p>a) staff typed into the company. New starters would be paid the London Living Wage as a minimum but not allowed to access to the Local Government Pension Scheme;</p> <p>b) staff seconded from the Council.</p> <p><b>Access Team</b></p> <p>LD informed the meeting that staff in the MASH and Sensory Impairment Team will not move into the Assessment hub at this time.</p>	
<b>5.</b>	<b>Assessment Hub</b>	
	<p><i>Sally McTernan</i></p> <p>SM tabled details on staff who are in the affected population. Leaseholder Charges will stay with Enfield Homes at this time.</p> <p>Staff will move under SM's leadership on 31 August 2015. Initially none of the staff will move location as a result of the restructure of the Assessment restructure. However, we need to be mindful that there may be changes as a result of the Civic Centre refurbishment and that over time staff will naturally change location. There are very few staff whose line management will change at this initial stage.</p> <p>Financial Assessment product due to be implemented in October. It needs to be tested by staff. Proposed to ask for 20 volunteers. If oversubscribed, then draw out of a hat. TUs raised concerns that those who test the new product may be advantaged in the subsequent selection processes. Given the lack of an alternative viable option, it was concluded that management's proposals were a pragmatic way forward.</p> <p>MS stated that the Council was exploring introducing a pilot in the Housing Gateway to develop a small direct labour organisation in respect of general repairs and maintenance.</p>	
<b>6.</b>	<b>Estate Management Review</b>	
	TG agreed to send a communication to Enfield Homes management with regard to the restructure process.	
<b>7.</b>	<b>Minutes of previous Meeting 29 July</b>	
	Agreed	
	<b>Next meeting: Wednesday 12 August 2015, 10.00–11.30 am, 3<sup>rd</sup> Floor Meeting Room</b>	

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