

**NOTES OF QUARTERLY EMT/TU MEETING**  
**Tuesday 10 April 2018 – 3.00 pm**

**Attendance: Staff Side**

Unison - Paul Bishop, Tracey Adnan, Christine Sesstein  
 GMB - Anna Woodcock, Gordon White

**Management Side**

Ian Davis, James Rolfe, Gary Barnes, Tony Theodoulou, Tony Gilling

**Apologies:** Terry Smith – Unite

ITEM		ACTION
1.	<p><b>Minutes of Previous Meeting – 6 February 2018</b></p> <p>Agreed - no matters arising.</p>	
2.	<p><b>Matters Raised by Management Side</b></p> <ul style="list-style-type: none"> <li>• <b>Budget</b></li> </ul> <p>JR detailed the budget challenges the Council faces in 2019/20.</p> <ul style="list-style-type: none"> <li>• <b>Organisation Review</b></li> </ul> <p>ID stated that the consultation on the organisation review had now ended. There were a number of responses to the consultation which he was now considering. The report will be drafted next week and shall be subject to a seven day call in. If agreed, implementation will commence with effect from 1 May 2018 on a phased basis with the final structure in place with effect from 1 April 2019.</p> <ul style="list-style-type: none"> <li>• <b>Cultural Change Initiatives</b></li> </ul> <p>TG stated that a steering group has now been set up to oversee the development of the Culture Change Programme. Initiatives implemented to date include the production of a Culture Matters Newsletter, a Culture Change Forum where staff are consulted on new initiatives, revamped awards ceremony and a new appraisal process.</p>	
	<ul style="list-style-type: none"> <li>• <b>National Pay Award</b></li> </ul> <p>TG stated that the London Employers are due to meet on 24 April to consider agreeing the pay deal for London. A recent Sunday Times article focused on the increases in Chief Executive's pay over the past year. It should be noted that there has been no increase in Enfield.</p>	

ITEM		ACTION
	<ul style="list-style-type: none"> <li>• <b>Replacing PRP</b></li> </ul> <p>After consultation with staff, it was concluded that the PRP scheme for Hay graded staff was too bureaucratic and not supportive of the new culture of collaboration. As such, Remuneration Committee on 12 April will consider replacing the scheme with the traditional model of pay progression through experience. If agreed, management will consult the trade unions on the implementation of the new scheme.</p> <ul style="list-style-type: none"> <li>• <b>Gender Pay Gap</b></li> </ul> <p>The published Gender Pay Gap for Enfield is 6:4 in favour of men. This relates to the position in April 2017. It is anticipated that the gap will reduce this year as there has been a number of women appointed to senior posts over the last year.</p>	
3.	<p><b>Matters Raised by Staff Side</b></p> <p>None</p>	
4.	<p><b>AOB</b></p> <p>None</p> <p><b>Date of Next Meeting</b></p> <p>Tuesday 7 August 2018</p>	