

Enfield 2017/TUs
Wednesday 26 August 2015 – 10.00 am
Decision Notes and Actions Arising

Attendees

Management

Tony Gilling
 Mark Stone
 Sally Kanabar-Wilson
 Lynda Wreyford
 Bindi Nagra

Apologies

Sally McTernan

Trade Unions

Paul Bishop Unison
 Christine Sesstein Unison
 Anna Woodcock GMB
 Roy Dunnett GMB
 Richard Owen GMB
 Terry Smith Unite

Note-taker Diane Adams

		Action
1.	Business Support	
	<p><i>Lynda Wreyford/Morna Carroll</i></p> <p>Redundancies</p> <p>79 requests have been approved for voluntary redundancy. Notices were issued on 19 August according to statutory/contractual entitlements. Some staff will be working beyond their notice dates to meet service needs at the latest by the end of the year. There are a few staff who would like to leave earlier before the end of their notice period. These have not been approved due to the need for business continuity processes after the formal implementation date on 19 October.</p> <p>Recruitment</p> <p>Of the 14 MM1 vacancy Team Leader posts, 9 appointments have been made. The 9 staff have been advised of their provisional base areas. The areas that still need to be appointed to are 2 Team Leader posts in Environment, one for FRCS and CEX, one for Meetings Panels and Events and one for the Productivity Team. Redeployees are now being considered and the posts are being advertised internally.</p> <p>Interview panels have been set up comprising of the Team Leaders and will commence interviews today for officer based posts. There are 135 applications for 139 FTE posts. All staff on maternity leave have now been able to undertake assessments and allocated interviews. Two staff on long term sick would like to participate but have not been able to undertake assessments due to not being well enough. There is 5/6 staff who have not applied for posts in the Hub who would like redundancy but have missed the closing date for personal reasons. Consideration will be given as to whether matching to any posts would be appropriate if there are vacancies at the point of issuing notice. Head of Service post has now been advertised internally as a secondment opportunity or fixed term post for 18 months - closing date 3 September</p> <p>Agency Workers</p> <p>It was agreed by the unions subject to the usual assessment process that If there are vacant posts in the hub following ringfencing, redeployment and internal recruitment then the restriction on agency workers will be lifted at the end of the procedure and agency workers would be able to apply for Scale 3-5 vacant posts.</p>	

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		Action
2.	Finance	
	<p><i>Sally Kanabar-Wilson/Vanessa Tanner</i></p> <p>13 redundancy requests sent to HOS and HR to consider; may get more before 3 September as staff need to make a decision by then. 35 requests for options meeting, 35 completed so far. 11 members of staff identified as 50/50 Business Support and Finance, 2 appointed to Team Leader posts in Business Support, one requested and had redundancy agreed as part of the BS hub. One member of staff identified as 50/50 Finance Gateway. 4 members of staff identified as 50/50 Finance Procurement. One LTA member of staff having one to one with Enfield 2017 and HR on Thursday. Formal consultation meeting completed on 30 and 31 July, now in formal consultation. Staff in the affected population who were not able to attend the formal consultation meeting have all had one to one meetings with 2017 and/or HR. Approx 78 staff members in the Finance hub now have access to redeployment. Approx 110 roles in scope for which 20 roles are currently vacant. Proposed structure has 52 posts including the Heads of Service. Role profiles have been received in HR and we are just finalising the evaluations. Finance Hub link is now live on the 2017 site on Enfield Eye.</p> <p>Redundancy applications are required by 3 September. Redundancy application to be considered by TG and JR w/c 7 September. Decisions notified to staff w/c 14 September. Voluntary redundancy notifications issued w/c 21 September.</p>	
3.	Reprovision Project	
	<p><i>Bindi Nagra</i></p> <p>Work has started on a new build 70 bed care home on the old Elizabeth House site to replace Coppice Wood Lodge and Bridge House. It is hoped this will be completed by November 2016. Current staff at Coppice Wood Lodge and Bridge House will be TUPEd across. BN stated that the intention is to build in a TUPE supplement to incentivise the new provider to continue paying the LLW to TUPEd staff. The unions asked if new staff would be paid the London Living Wage (LLW), BN informed them that a decision will be made by Members.</p> <p>PB requested BN to provide the success criteria which will be used to assess the effectiveness of Ernst & Young sourcing model in commissioning</p>	BN
4.	Any Other Business	
	<p>AW stated that she had been informed that the restructure in Transport has been put on hold. TG explained that this was due to the need to align the restructure with the Enfield 2017 restructures.</p> <p>TG asked if the unions receive the Transformation Bulletin/FAQs that goes out to all staff. It transpired that they do but it highlighted a problem of communicating via external email addresses. MS and TG agreed to look into the issue and come back to the meeting with a solution.</p>	TG MS/TG
5.	Minutes of Previous Meeting 12 August	
	<p>Agreed</p> <p>Estate Management Review – TG to meet with Paul Davey re any restructure in Council Housing need to be consistent with the approach the Council uses.</p>	TG
	<p>Next meeting:</p> <p>Wednesday 2 September 2015, 10.00 – 11.30 am, Meeting Room 1, B Block</p>	

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