

**Enfield 2017 Trade Union meeting
Wednesday, 20 June 2016 10.30am
Decision Notes and Actions Arising**

Attendees	LBE Tony Gilling Jon Sharkey John Hole Sarah Carter HR: Irene Papasavva Nadine Clark (note taker)	Trade Unions Paul Bishop (Unison) Christine Sesstein (Unison) Mark Holland (GMB) Anna Woodcock (GMB) Terry Smith (Unite) Rob Freeth (GMB)	Apologies Paul Kearsey Tracy Adnan (unison)
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		OWNER
1.	Restructure Report	
	<p>Fleet - Jon Sharkey and John Hole presented JS referred to the tabled proposed restructure report which detailed the background, current and proposed structure. The proposed restructure will support the workshop maintaining its working hours, increase the scope of works that it will be able to deliver for customers and allow fleet to change the ways of working required to deliver these improvements. It is also hoped to attract external work to the workshop. Staff will be assimilated into posts and no compulsory redundancies are anticipated. Timeline for implementation is as soon as possible.</p> <p>Job descriptions are being written and will then be evaluated.</p> <ul style="list-style-type: none"> • TG commented that PO1Workshop Supervisor and SO2 Senior Vehicle Technician (technical expert) need to sit adjacent to each other in the new structure. <p>Final report and revised structures to be forwarded to the TUs.</p> <p>Questions raised by the trade unions:</p> <ul style="list-style-type: none"> • PB - seeking business outside of the council limits the amount of work that can be done i.e. 10%. Is this limit expected? JH replied that he does not envisage achieving 10% during the short to medium term. • PB - will this service become a trading company in the medium term? JH informed that no discussions have taken place on forming a trading company. <p><small>(JS & JH left the meeting)</small></p>	JS / JH
2.	Restructure Report	
	<p>Housing Regen and Estate Renewal - Sarah Cater presented SC provided the background to the proposed restructure as detailed in the circulated report. The role of the Housing & Estate Renewal team has evolved since the original restructure report was approved in March 2012 and the team has grown significantly. The programme continues to develop within HRA. Additionally, in October 2015 Cabinet approved the redevelopment of an expanding programme of five estates and other build redevelopment opportunities. All salaries are capitalised against the projects or funded through the HRA. The proposed restructure will create greater stability and resilience within the team by moving towards permanently employed staff. No posts will be cut and additional posts will be created.</p> <p>The team has been informed of the proposed restructure.</p> <p>Recruitment process - posts will be open firstly to redeployees, then to agency</p>	

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	<p>and internal staff at the same time. If after this recruitment process there are still vacant posts, the posts will be advertised externally.</p> <p>The trade unions agreed for a formal process to begin. (SC & IP left the meeting)</p>	
3.	Procurement and Commissioning	
	<p>Heads of Service Interviews are being held this week and next week. A request at the HOS level for voluntary redundancy has been received and agreed. No other voluntary redundancies can be considered until such time a co-sourced partner is in place .</p>	
4.	Minutes of the last meeting 8 June 2016	
	<p>Ensen TG to check if the report on the different models for service delivery is going to July Cabinet.</p> <p>Public Health The Director of Public Health leaves Enfield on 31 July. As the Childrens part of the function has gone, the service will be brought together. Options for a director role are being considered and a report will be brought to this forum to start the consultation process.</p> <p>LATC PB's request for a position on the Executive Board has been declined.</p> <p>PB advised that as the trade unions have still not received the business case they will request that the consultation period is extended until such time the trade unions can review the business case and put forward meaningful comment.</p> <p>Youth Service HR and Paul Sutton will work closely to ensure that there is a coordinated approach with the restructures in this area and the restructures in associated services to reduce the number of compulsory redundancies. Staff have raised concerns to the trade unions on the lack of information and all agreed that a coordinated message to staff is required.</p>	TG
5.	Any other business	
	<p>Section 188 TG to check if a Section 188 needs to be issued for August, if not, then the next Section 188 will be issued for 1st September through to December.</p> <p>Hair Education and Training Services (HEAT) TG will feedback to the trade unions following his meeting with Maxine Reed on 30 June.</p> <p>July and August programme of meetings 13 July - remains as scheduled. 27 July - cancelled due to annual leave. 10 August - as scheduled. 24 August - as scheduled.</p> <p>For any extraordinary items between 13 July and 10 August, a meeting will be convened.</p>	TG TG
	11.25am finish	
	<p style="text-align: center;">Next meeting Wednesday, 13 July 2016</p>	

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	10.30am – 12.00noon 3rd flr meeting room	
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