

Notes of Enfield 2017 Trade Union Meeting

Wednesday 10 August 2016 - 10.30 am

Attendees: LBE

Tony Gilling	Paul Bishop (Unison)
Paul Kearsey	Christine Sesstein (Unison)
Sarah Fryer	Anna Woodcock (GMB)
John Griffiths	Rob Freeth (GMB)
Asmat Hussain/	Terry Smith (Unite)
Sally Kanabar-Wilson	

Diane Adams (Note Taker)

		Action
1.	<p>Health & Safety - JG</p> <p>AW had raised the problem with JG regarding the TUs attending H&S meetings at Morson Road. Due to the times set by management, the meetings did not fit in with the union representatives work schedules. Management were not allowing any flexibility with the times of the meetings. The TUs were also concerned that union representatives were not being allowed reasonable time off work to attend meetings.</p> <p>JG met with management to let them know the problem had been discussed at CMB and that RL had stated that there needs to be flexibility in management setting times for TUs to attend meetings.</p>	
2.	<p>Minutes of Meeting 13 July 2016</p> <p>Youth Service</p> <p>TG agreed to link in with the Director of Children's Services to ascertain why the delay in the Youth Service restructure and move matters forward.</p> <p>TG stated that individual consultation meetings took place at the end of July. PS looking at redeployment opportunities. 28 posts at risk.</p> <p>LATC</p> <p>The business case has now been sent to the TUs who have been given two weeks from 12 July 2016 to comment.</p> <p>TG has asked Ray James to provide a response. The Safe and Connected Service will not TUPE transfer on 1 September. TG apologised for the confusion. The reason for this is that it is felt that at present, the service is not commercially marketable. A letter explaining the situation will go out to staff by the end of the week.</p>	RJ

		Action
	It will not TUPE transfer on 1 September. TG apologised for the confusion. LW drafting a letter today.	LW
	<p>Section 188</p> <p>As the number of redundancies for the months of July and August are less than 20 each, there will be no need to issue a Section 188.</p> <p>As there are potentially 28 redundancies in the Youth Service in the month of October, a Section 188 letter will be sent out at the end of August.</p> <p>IT & Transformation</p> <p>TG asked the unions to consider whether the future ICT restructures should be aligned to a restructure in the E17 team.</p> <p>TG meeting with PK and RL re Transformation/ICT restructure with the aim to come back to the TUs in September to start the consultation.</p> <p>TUs will reserve judgement on the size of the ringfence until they have sight of the proposed restructure.</p>	TG
3.	<p>Skills for Work/Business Development</p> <p>TG explained that MT is currently consulting staff on a variety of options with regard to how the Skills for Work Service is delivered.</p> <p>Chase MT in terms of the affected population and dates of formal consultation.</p>	DA
4.	<p>Management Restructure of Governance Elections & Registrars</p> <p>This is the first phase of a two phase restructure for the Elections, Registrar, Democratic Services, Scrutiny, Political Group Offices & Member & Mayoral Team.</p> <p>First phase AH looking to address the management requirements of the service as the Head of Democratic Services & Registration left in April and acting up arrangements have been in place.</p> <p>The creation of three new posts is being considered:</p> <ol style="list-style-type: none"> 1. Head of Governance & Electoral Services to manage the Election Team & Democratic & Scrutiny Teams & Political Offices. 2. Superintendent Registrars & Head of Members & Mayoral Support. 3. Governance & Scrutiny manager to manage the Political Group Offices, Democratic & Scrutiny Team. <p>The following posts will be deleted:</p> <ol style="list-style-type: none"> 1. Head of Democratic & Registration (vacant) 2. Governance Team Manager 3. Scrutiny & Outreach Manager 	

		Action
	<p>4. Deputy Superintendent Registrar</p> <p>The three employees at risk of redundancy due to the deletion of their posts will be ringfenced and shall be given the opportunity to apply for the new management posts. In the event they are not successful, they would have access to redeployment.</p> <p>Phase one completed by September/October 2016</p>	
5.	<p>Commercial Services</p> <p>Consultation is taking place from August to September. Staff have been offered further consultations.</p>	
6.	<p>Any Other Business</p> <p>Enfield Council Housing</p> <p>CS raised concern that Enfield Council Housing is being pushed aside as there seems to be too many agency staff. There appears to be a loss of knowledge in the Neighbourhood function due to the loss of long established staff.</p> <p>CS and PB met with managers re the number of agency staff. There needs to be some stability in this team.</p> <p>Office Move</p> <p>TG pointed out that from 24 August, he will be moving to the 5th floor cellular office and HR staff will be moving to B Block South.</p>	
	<p>Date of Next Meeting</p> <p>24 August 2016 – 10.30 am</p>	