

Notes of Enfield 2017 Trade Union Meeting

Wednesday 24 August 2016 - 10.30 am

Attendees: LBE

Tony Gilling	Paul Bishop (Unison)
Paul Kearsey	Christine Sesstein (Unison)
Sally Kanabar-Wilson	Anna Woodcock (GMB)
	Rob Freeth (GMB)
	Terry Smith (Unite)

		Action
1.	<p>People Transport - NJ</p> <p>NJ has examined the structure and believes planning is the key. Proposing a Head of Service, Deputy and two Routing Officers. At present there is only one employee in situ (Deputy Manager). An exercise to assess assimilation will be undertaken. At present, there is an indication that it will not apply. Unison stated that they believe the post should be ringfenced.</p>	
2.	<p>Building Control- IP</p> <p>Andy Higham is aiming to create a trainee post at Scale 6 which will create an opportunity and help in succession planning.</p>	
3.	<p>Youth Offending Restructure</p> <p>Samantha Boyce did not attend so will be invited to the next meeting on 7 September.</p>	
4.	<p>Minutes of Meeting 24 August 2016</p> <p>a) Youth Service</p> <p>Staff are now under notice and attempts are being made to redeploy.</p> <p>b) IT/Transformation</p> <p>PK stated that there are some gaps and some areas in the service which are over resourced. He and Rocco will present proposals to James Rolfe on 6 September and if agreed, will present to the TU's on 7 September.</p> <p>c) Skills for Work</p> <p>Unfortunately, Barnet College did not agree to take on the Hairdressing function. As a consequence, notice has now been issued to the staff affected. TG tabled a hard copy of the affected population.</p> <p>d) Council Housing</p> <p>TG stated that he had relayed CS's concerns regarding instability to Rob Leak. CS made it clear that her concerns related to the number of agency staff engaged and turnover at the top and not necessarily in the frontline.</p>	

		Action
5.	<p>Secure Collection Service - SK-W</p> <p>SK-W informed the meeting that BDI Securities UK Ltd have won the contract to run the Secure Collection Service from 12 September. One member is in the pension scheme and one is not.</p>	
6.	<p>Street Cleaning Operatives - RH</p> <p>Russell Hart clarified that the restructure was for efficiency not savings. The service has been reviewed and the cleansing programme revamped. Need to strengthen afternoon shifts. Need two new senior charge-hands and delete one operational manager. RH will be talking to staff to ascertain their views and will then draft the report. Agreed that RH will be invited back on 6 September.</p>	
7.	<p>Data Reporting Hub - SB</p> <p>Sam Buckley clarified that in the service there is a number of fixed term posts (five). Three need to be extended for six months. It was agreed that the three new posts would be ringfenced to the five fixed term contracts.</p> <p>Sam also stated that he had a Performance Officer PO1 vacancy. The trade unions agreed that the post could be converted to a SO2 Data Reporting post which could afford a redeployment opportunity for one of the displaced fixed term contracts.</p>	
8.	<p>NVQ Qualifications for Care Workers</p> <p>TG stated that it is proposed to transfer the administration of the NVQ centre to a new provider. This transfer is underpinned by the organisation design principles of only doing what we need to do. This involved the redundancy of one member of staff who is happy to go.</p>	
9.	<p>LATC</p> <p>TG stated that Lorraine Davies had replied to PB's letter questioning the rationale behind the transfer. PB stated that he would be replying as he had further questions. PB challenged why Safe and Connected and the Out of Hours service were not transferring. PK replied that it was believed that the current market did not provide opportunities for these types of services to expand.</p>	
10.	<p>Any Other Business</p> <p>None</p>	
	<p>Date of Next Meeting</p> <p>Wednesday 7 September 2016 – 10.30 am</p>	