

Enfield 2017 Trade Union meeting
Wednesday, 21 September 2016 10.30am
Decision Notes and Actions Arising

Attendees	LBE Tony Gilling Paul Kearsy HR: Irene Papasavva Rocco Labellarte, item 1 Patricia Salami, item 2 Julian Edwards, item 3 Nadine Clark (note taker)	Trade Unions Paul Bishop (Unison) Tracy Adnan (Unison) Christine Sesstein (Unison) Terry Smith (Unite) Anna Woodcock (GMB)	Apologies Rob Freeth (GMB)
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1.	Restructure - ICT and Transformation													
	<p>ICT and Transformation, FRCS Rocco Labellarte and Paul Kearsy presented A verbal update was given on the on-going discussions around the restructure of IT and Transformation. A pre-consultation period of one week has taken place and options on how to achieve the savings target have been collated and will be circulated to staff. The new IT structure will be designed around operational needs. The consultation with staff and the TUs will determine how to achieve the new structure. RL and PK will be holding full staff briefings during the first week of October followed by formal staff consultation for four weeks through to 31 October.</p> <p>PK advised that the Transformation restructure affects a smaller number of staff, both permanent and on fixed term contracts. The proposed structure will reflect the need to have staff who have the ability to challenge and manage relationships with the most senior stakeholders. The three core areas will be people based, place based and enabling based with approximately eight programmes with a programme lead against each. In total it is envisaged to have approximately 20 FTEs of which 11 will be graded at MM roles.</p> <p>Capital funding for 3 years By November PK will know how much funding has been awarded for the next phase of Transformation. A report will be going to the October Strategic Delivery Board (SDB) and then presented to Cabinet in November for approval. PK will circulate the report to the TUs after SDB and before Cabinet.</p> <p>TUs requested current staff numbers which RL confirmed as 141 permanent / fixed term contracts and 34 agency.</p> <p>In the operational area there will only be agency staff if there are roles which cannot be filled by permanent / fixed term contract staff. Project resources will be on an interim basis or fixed term contract.</p> <p>RL to circulate the IT restructure report to the TUs early next week. (RL left the meeting)</p>	<p>PK</p> <p>RL</p>												
2.	Restructure Report - Neighbourhood Regeneration, Regeneration and Environment													
	<p>Restructure report – Neighbourhood Regeneration Team Patricia Salami presented PS tabled the proposed restructure report of the Neighbourhood Regeneration Team to ensure effective delivery of the objectives of the team and to ensure the continued rapid delivery of the Meridian Water Programme.</p> <p>The current team has resources as detailed in Appendix 1 of 18 staff members.</p>													
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Author</td> <td style="width: 20%;">Nadine Clark</td> <td style="width: 15%;">Classification</td> <td style="width: 15%;">official all staff</td> <td style="width: 15%;">Date of First Issue</td> <td style="width: 20%;">22 Sept 2016</td> </tr> <tr> <td>Owner</td> <td>Tony Gilling</td> <td>Issue Status</td> <td>draft</td> <td>Doc Number: v2</td> <td>Page 1 of 2</td> </tr> </table>			Author	Nadine Clark	Classification	official all staff	Date of First Issue	22 Sept 2016	Owner	Tony Gilling	Issue Status	draft	Doc Number: v2	Page 1 of 2
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	<p>The proposed restructure as detailed in Appendix 2 will increase the total number of staff to 30 as per the proposed organisational structure set out in Appendix 3. No redundancies are anticipated and opportunities to assimilate staff will be taken as appropriate. The intention is for as many of the roles as possible to be filled on a permanent Council contract or a fixed term basis; however there may be some exceptions due to the specialised nature of the role. PS referred to Appendix 2, table 2 and provided information on the changes /proposed changes to each role.</p> <p>PS highlighted that it is not the intention to fill every role immediately but to enable the flexibility based on the workload of the team so that some appointments will be fixed and others permanent.</p> <p>TUs commented of their concern on the amount of money spent on agency staff in general throughout the authority. TG responded that it is on a downward trend.</p> <p>TUs requested details of staff in the current structure. <i>Post meeting note: information send to TG.</i> (PS left the meeting)</p>	PS
3.	Restructure Report - Moorfields Teams	
	<p>Restructure of Moorfields Teams Julian Edwards presented</p> <p>As a result of financial challenges due to cuts in the current financial year and £235k cuts for 2017/18, these budget reductions have meant savings have had to be identified. Within the Moorfields Intervention Teams it is proposed to disband the Outreach team which will affect four members of staff.</p> <p>JE would like to speak to staff next week. Affected staff to be put on the redeployment register as soon as possible so they are given maximum opportunity to find alternative posts. JE to liaise with Olga Drovandi/HR.</p> <p>JE to advise the TUs of the staff meeting date. <i>Post meeting note: staff meeting confirmed for 28 September 2016.</i> (JE left the meeting)</p>	JE
4.	Council Housing Secondment	
	TG apologised to the TUs for not having agreed this secondment with the TUs beforehand.	
5.	Last minutes 7 September 2016	
	<p>Data Report Hub</p> <p>TG advised that the leaving dates for two affected staff members are 27 September and 11 November. Both members of staff were on fixed term contracts.</p> <p>Civic Centre reception</p> <p>PK advised that improving the flow through the Civic Centre reception and managing visitors is being reviewed now.</p>	
	11.40am finish	
	Next meeting Wednesday, 5th October 2016 10.30am – 12.00noon Tony Gilling's office	

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