

	<p>RL's preference is for all staff to be in the ringfence. Some staff may not currently be in the right area, and a ringfence open to all affected staff would allow staff to apply for any role. TG advised that he supported the approach of a large ringfence.</p> <p>TUs gave agreement to</p> <ul style="list-style-type: none"> the release the presentation to staff. formal consultation to start on 6 October 2016. <p>Job descriptions VT advised that draft JDs have not yet been received by HR.</p> <p>TUs advised that they will speak to members regarding the SFIA approach. RL will be notified if staff are unhappy with this approach.</p> <p>RL to present an update on ICT and Transformation restructure at next meeting. (RL and VT left the meeting)</p>	<p>TUs</p> <p>TG / RL</p>
2.	Safe & Connected	
	<p>TG outlined the deletion of the manager of the Safe and Connected service through voluntary redundancy. Alternative line management arrangements are being looked at by Lorraine Davies. TG will inform the TUs once he has more information.</p>	
3.	Corporate HR	
	<p>The ultimate vision for Corp. HR is to be more strategic and handle more complex issues.</p> <p>An earlier review of the service saw the deletion of 4 Business Partners. Each department now has a point of contact, however a further 1.4 fte front of house and first point of contact staff are required. One post will be ringfenced to the 5 Business Advisors, their post at the lower level will then be deleted. This is not a redundancy situation.</p> <p>Recruitment consultants A review of the service will be undertaken in April 2017. TG has already received feedback from staff interested in leaving the authority.</p> <p>Training funding Funding – 75% is spent on technical and expertise skills, 25% on leadership skills and promoting middle managers. Good management skills are essential for the authority.</p>	
4.	7 September 2016 meeting - Restructure Report - People Transport	
	<p>People Transport - Nigel Jakubowski presented AW requested clarity on the proposed restructure Passenger Transport Team report.</p> <p>2 Routing officers - Two officers are required due to the volume of work and NJ is seeking to make the two roles permanent. However, one of the roles will be on a temporary basis before becoming permanent to ensure that the member of staff is suitable for this specialist role. TG advised that if flexibility is required, then recruitment should be on a fixed term basis in the first instance and then make the post permanent. The TUs agreed to this approach.</p> <p>Recruitment The two roles will be put on the redeployment register in the first instance and the normal recruitment process as previously agreed with the TUs will be followed.</p>	

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	<p>The recruitment process will start in early October. The TUs agreed to keep this information confidential until the individual at risk has been spoken to in October.</p> <p>Deputy Service Manager post The JD has been written and requires evaluation. An assimilation exercise will be undertaken if required.</p>	
5.	Last Minutes of meeting 21 September 2016	
	<p>Council Housing Secondment TU requested further clarity on this matter. TG to liaise with Irene Papisavva with regards to writing a report to confirm the secondment.</p> <p>Civic Centre Reception</p> <p>It was noted that senior leaders have been attending reception to understand and identify problems with a view to providing long term solutions.</p>	TG
6.	Any other business	
	<ul style="list-style-type: none"> • Transport – AW requested an update TG to find out about the status of the restructure now that Nigel Jakubowski has left Enfield. • PB - item for next meeting Residential Homes closure - next steps. • TG - Local Government Chief Executive meeting Date changed to 15 November. Two items that will be on the agenda: <ul style="list-style-type: none"> ➢ Split of the agency workforce ➢ Exit payments – the £95k did not come in. There are other proposals that TG will inform the TUs of at November meeting. 	TG TG
	11.35am finish	
	<p>Next meeting Wednesday, 19th October 2016 10.30am – 12.00noon Tony Gilling's office , 5th flr Civic Centre</p>	

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