

**Enfield 2017 Trade Union meeting  
Wednesday, 8 February 2017  
Decision Notes and Actions Arising**

<b>Attendees</b>	<b>LBE</b> Tony Gilling Steve Durbin Clara Seery Asmat Hussain James Kinsella Anne Stoker HR - Sally Kanabar-Wilson Note taker - Nadine Clark	<b>Trade Unions</b> Christine Sesstein (Unison) Paul Bishop (Unison) Anna Woodcock (GMB) Matt Mills (GMB) Tracey Adnan (Unison)	<b>Apologies</b> Terry Smith (Unite)  Paul Kearsey Rocco Labellarte
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		<b>OWNER</b>
<b>1</b>	<b>ICT</b>	
	<p>Verbal update provided by Steve Durbin</p> <p><b>Recruitment</b> Receipt of applications closed last week. Interviews will commence next week. SD is in discussion with HR on how to progress recruitment to the roles that received no applications.</p> <p><b>Action from the meeting of 25 January 2017:</b> <i>PB informed that he has been advised that a number of staff have been forced to stay beyond their normal final date. PB to forward the information to SD.</i></p> <ul style="list-style-type: none"> <li>• PB confirmed no further action is required.</li> </ul> <p>Appeal Hearing against redundancy – decision is expected in the next seven days.</p> <p>Two grievances are going to appeal which will be held w/c 20 February, chaired by Lorraine Davies (SD left the meeting)</p>	
<b>2</b>	<b>School Improvement Service Restructure</b>	
	<p>Clara Seery presented</p> <p>The proposed restructure is as a result of planned reductions to the Council funding and to the Dedicated Schools Grants (DSG) funding. The service needs to realign the service to ensure it can deliver priorities, meet saving targets in the coming years and generate alternative funds to meet the shortfall.</p> <p>The proposed restructure will see staff numbers going down from 7.4 FTEs to 5 FTEs. 4.3 Project Officers of which 2.4 FTEs are term time only will go down to 2 FTEs. Despite these staff cuts there will still be a shortfall of £40k, however any further cuts in posts will affect income generation. Scope for income generation includes increasing offers outside of Enfield.</p> <p>Informal discussions with the teams have taken place and there has been some interest from staff for voluntary redundancy and reducing working hours.</p> <p>CS to circulate the restructure report to the TUs and also provide an affected population list.</p> <p>Formal consultation starts this week and an invite will be sent to the TUs. (CS left the meeting)</p>	<p>CS</p> <p>CS</p>

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<b>3</b>	<b>Minutes of the last meeting 25 January 2017</b>	
	<p><b>Reprovision in HHASC</b> Independence Wellbeing - Marc Gadsby to provide an update at the 14 February Local Joint Works meeting.</p> <p><b>People Transport</b> AW to provide copies of the JDs for the Routing Officer and Operations Manager roles to Tracey Adnan (Unison).</p> <p><b>Restructure of Audit &amp; Risk Management Service</b> Sally Kanabar-Wilson to provide the affected population list to the TUs.</p> <p><b>Update on Libraries and John Wilkes House redesign</b> Sally McTernan will attend the 14 February Local Joint Works meeting.</p> <p><b>School catering</b> Gary Barnes will be invited to the 14 February Local Joint Works meeting, or if he is unavailable on the 14<sup>th</sup>, then to present an update at the next Enfield 2017 TU meeting.</p>	<p>AW</p> <p>SKW</p> <p>TG</p>
<b>4</b>	<b>Democratic Services and Scrutiny teams restructure</b>	
	<p>Asmat Hussain, James Kinsella, Sally Kanabar-Wilson attended for this item</p> <p>Reference was made to the previously circulated proposed restructure report which is the second stage of a restructure process involving the Democratic Services and Scrutiny teams. Current and proposed organisational charts are included in the report. The current structures within the teams are 4.75 FTE Governance and 5 FTE Scrutiny &amp; Outreach.</p> <p>Within the proposed new structure, there would be one new post. This had yet to be evaluated but the indicative grade was expected to be PO2. Three members of staff are at risk of redundancy. A comprehensive discussion on ring fence options took place. In order to have a robust and fair recruitment process, and to minimise compulsory redundancies, agreement was reached that a ring fence to the two PO officers will be applied in respect of the newly created PO post and for the one Scale 5 officer in respect of the vacant SO1 post also being recruited to. (AH, JK, SKW left the meeting)</p>	
<b>5</b>	<b>Child Protection Family Support Team &amp; the SPO Restructure</b>	
	<p>Anne Stoker attended for this item</p> <p>AS referred to the proposed restructure report previously circulated to the TUs. The staffing structure within the SPOE needs to be reviewed urgently in order to meet the pressures of increased contacts and referrals.</p> <p>By reducing staffing within the CPFST and creating posts within the SPOE this will double the number of decision makers and enable all contacts and referrals to be reviewed by a decision maker within 24 hours in line with our local standards. All deleted posts except the team manager are covered by agency staff. A vacancy has been held in another part of the service for the team manager that will be displaced as result of this restructure.</p> <p>Posts to be deleted in the CPFST and SPOE</p> <ul style="list-style-type: none"> <li>• 1 TM (CPFST) post</li> <li>• 1 AP (CPFST) post</li> <li>• 3 SW (1 CPFST and 2 SPOE) posts</li> </ul>	

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	Posts to be created in the SPOE and R&A: <ul style="list-style-type: none"> <li>• 3 AP's in the SPOE</li> <li>• 1 SW in R&amp;A placed in HIS</li> </ul> TUs were in agreement with the proposed approach.  TUs to be invited to the staff meeting scheduled on 13 February. (AS left the meeting)	AS
<b>6</b>	<b>Any other business</b>	
	None.	
	meeting end 11.35am	
	<p style="text-align: center;"><b>Next meeting</b>          Wednesday, 22 February 2017 10.30am – 12.00noon          Tony Gilling's office, 5th flr Civic Centre</p>	