

Enfield 2017 Trade Union Meeting
Wednesday 23 August 2017 - 10.30am
Decision Notes and Actions Arising

Attendees: LBE

Tony Gilling
 Gary Barnes
 Irene Papasavva

Trade Unions

Paul Bishop (Unison)
 Christine Sesstein (Unison)
 Anna Woodcock (GMB)
 Matt Mills (GMB)
 Terry Smith (Unite)

Apologies

Christine Sesstein (Unison)

		ACTIONS
1.	Passenger Transport	
	Gary Barnes detailed a proposal to transfer the Adult Social Care Passenger Transport functions (currently 13 Passenger Assistants and 5 drivers) to the IWE. The staff provide a discrete function therefore TUPE will apply and the list of affected staff will be sent to the trade unions. The formal consultation with the TUS will start today, closing 22 September and staff will be invited shortly.	
2.	Green Towers	
	It is proposed to convert Scale 4 Front of House Operative Assistant from an agency member of staff to permanent. The TUs agreed but put forward the proposition that support for Angel Community Hall should be centralised.	
3.	Finance Support for New Companies	
	To address concerns raised by the TUs, the posts providing support from new companies will be made generic although the MM2 post will require some level of expertise in dealing with commercial companies. There will also be a trainee, lower grade position. As the training will be provided under PET, the repayment regulations will apply.	
4.	Community Safety	
	Irene Papasavva informed the meeting that due to the resignations of Chris Gardner and Ben Stonehill, Andrea Clemons has decided to revert to the status quo in her proposed restructure i.e. have two separate teams and redesignate one of the posts as team leader. Irene agreed to send the revised report to the trade unions.	IP
5.	Notes of Previous Meeting - 26 July 2017	
	<p>Refuse Recruitment</p> <p>Terry Smith stated that interviews for the refuse posts have been scheduled for 4 September and it is hoped that the service will be agency free by October.</p> <p>Cultural Audit</p> <p>Concerns were raised that the attendance of Flic Henry at the meetings in Morson Road Depot was not sending out the right message i.e. that we trust and respect our workforce. Tony replied that Flic was there to help particularly in cases where English is a second language.</p>	

Notes of Previous Meeting - 26 July 2017 cont	
<p>Resolving Pay Differentials in Street Scene</p> <p>Anna Woodcock stated that there was a possible problem in the communications of the employer's offer with regard to resolving pay differentials in Street Scene. It was agreed that Russell Hart should provide a written statement which will act as the communication and will ensure clarity.</p> <p>Disciplinary Procedure</p> <p>Concerns were raised by the TU side that at a recent disciplinary hearing, it was proposed that witnesses could be cross examined on the phone. The TUs stated clearly that they find this unacceptable and will oppose it.</p> <p>Coffee in the Canteen</p> <p>Tony agreed to email Paul Everitt requesting the reasons why the price of coffee in the canteen has been increased from £1.40 to £2.10.</p> <p>Additional Fire Safety Post</p> <p>It was noted that the post had been agreed for release at an extraordinary meeting during August.</p>	<p>RH</p> <p>TG</p>
<p>Date of Next meeting</p> <p>Wednesday 6 September 2017 – 10.30 am Tony Gilling's Office, 4th floor Cellular Office</p>	

Author		Classification	official all staff	Date of First Issue	23 August 2017
Owner	Tony Gilling		Final	Doc Number: v2	Page 2 of 2