

Enfield 2017 Trade Union Consultation Meeting
Wednesday 2 May 2018 - 10.30 am
Decision Notes and Actions Arising

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| Attendees | LBE Julie Mimmagh Tony Gilling Jan Coshkouner Nadia Ahmed Peter Robinson Jayne Middleton-Albooye | Trade Unions Anna Woodcock (GMB) Matt Mills (GMB) Paul Bishop (Unison) Terry Smith (Unite) | Apologies Tracey Adnan (Unison) Christine Sesstein (Unison) |
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| | | ACTION |
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| 1. | Legal Restructure | |
| | <p>JM-A presented a proposed new structure for the Legal Services. Similar in shape but allows for more career progression. The legal review found £5 million external spend. The restructure seeks to address this by creating internal jobs which are more attractive and an increase in the size of the legal team to include a new governance lawyer and legal apprentices.</p> <p>Although the Council is moving to a flatter structure, the unique nature of the legal profession where all cases need to be supervised means that there may need to be more layers of management.</p> | |
| 2. | Careers Service – Updated Restructure Report | |
| | <p>NA reported that the Career Service is confident in meeting the new income target of £98k as at present on target for £149k income received. 8.38 fte are currently at risk with a need to reduce by 2.5 fte. It was agreed that an estimate of the cost of the 2.5 fte redundancies will be collated as an average.</p> | |
| 3. | Commercial Services Managers x 3 | |
| | <p>Following council review restructure there is a need to recruit three new MM1 commercial managers on a fixed term basis. These posts will be self-funding as their purpose is to attract</p> | |
| 4. | Pay | |
| | <p>Trade unions disappointed at the non-attendance of Judith Page; requested that the new JD be sent to them as a matter of urgency and that Judith Page be invited to next meeting.</p> | DA |
| 5. | PRP | |
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| | TG stated that the Remuneration Committee had now agreed to replace the PRP scheme as it was seen too bureaucratic and not supportive of the new culture. The trade unions were looking for the reintroduction of the old flexi leave scheme but management felt that such a scheme is not supportive of the new culture. At the next Culture Change Forum, the issue of flexible working will be dismissed as an alternative to introducing formal scheme. | |
| 6. | Notes of the Previous Meeting 18 April 2018 | |
| | <ul style="list-style-type: none"> All HR appeals procedures have been changed to refer matters to Julie Mimmagh, Head of HR/OD rather than Tony Gilling. Olga Drovandi to come to the next meeting to feed back on the comments made to date on the absence and attendance policy. More staff coming forward to Paul Bishop with regard to the potential changes in roles in the Assessment Hub. Therefore, Paul will report back at the next meeting. | DA PB |
| 7. | Any Other Business | |
| | <p>It was noted that the bottom loading increase of the national pay award has now resulted in the lowest paid officers in Enfield being paid more than the London Living Wage. A 1% pay offer has been made to JNC staff but the professional associations have rejected it.</p> <p>It was noted that the transfer of the Adult Passenger Transport service to IWE staff has not taken place. AW to pursue with Tony Theodoulou.</p> | AW |
| | Date of Next Meeting Wednesday 16 May 2018 - 10.30 am - 12 noon Tony Gilling's Office, 4th floor | |

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