

Enfield 2017/TUs

Wednesday 13 May, 10.00 am

Notes of Meeting

Attendees: LBE

Tony Gilling
Mark Stone
Diane Adams (note-taker)

Part-Time:

Sally Kanabar-Wilson, Morna Carroll,
Irene Papasavva, Neil Isaac,
Lorna Keenan, Sarah Fryer

Trade Unions

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

Apologies

Emma Carrigy
Tracey Adnan (Unison)

		ACTION
1.	Policy, Data, Performance	
	<p><i>Sally Kanabar-Wilson Presented:</i></p> <p>Formal consultation will conclude on 29 May - consultation period 30 days</p> <p>Aim for the restructure reports to be signed off by 5 June. JDs and PS available 5 June. Deadline for applications 10 June.</p> <p>TUs expressed the wish that there be a short application process asking staff to address the question: why they believe they are the best person for the post. Also, that all staff in the ringfence should be guaranteed an interview</p> <p>TG agreed to take to HOS tomorrow and report back.</p> <p>TUs concerned re psychometric tests in the selection process. TG agreed to convey this concern to HOS.</p>	<p>TG</p> <p>TG</p>
2.	Directorate Restructures	
	<p><i>Irene Papasavva/Neil Isaac Presented:</i></p> <p>NI presented information regarding the Establishment of a new Inward Investment team.</p> <p>There is a possibility that the new posts may provide redeployment opportunities for displaced staff in the PDP restructure. Therefore, we will try to run processes alongside each other. NI to return to meeting with report on 3 June.</p> <p>In terms of other reports in Environment, one report re-establishing two new planning posts, (these are specialist posts so they may not be suitable for redeployment).</p> <p>In Anna Loughlin's area report drawn up to move Jobsnet to a separate post in her team.</p> <p>Updates provided on other reports already in progress which include Cultural Services</p>	

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		ACTION
	<p>and Regeneration (advertising internally only at this stage).</p> <p>There were updates on ASB restructure. Will seek to invite Andrea Clemons to next meeting.</p> <p>TG detailed a restructure in the SCS involving the deletion of two training posts and the creation of one. There will be no redundancies as there are two redeployment opportunities available for the two displaced staff.</p> <p>The Public Health function is going to be separated into three parts. Child Poverty under Alison Duggal will move to SCS, Health & Wellbeing under Glen Stewart will move to Environment and the Strategic Core under Shahed Ahmad will remain in HHASC. There are three posts in Shahed's Performance team which may prove to be redeployment opportunities for PDP staff.</p>	IP
3.	Business Support	
	<p><i>Lynda Wreyford Presented:</i></p> <p>23 Meet and Greet meetings to date.</p> <p>Expect to complete final Meet and Greet today. Following final meeting staff will receive copies of presentation pack – TUs will be sent a copy.</p> <p>80 staff have asked for options review meeting with HR adviser. So far 35 have been seen as of today, expecting more to request meeting.</p> <p>Looking at selection testing to appoint to roles of new structure.</p> <p>Looking at Situation Judgement Skills tests.</p> <p>Considering verbal and IT skills possibly comprising word and excel but not finalised yet.</p> <p>Need to consider various options regarding how we might treat staff on maternity leave or long term sick leave in terms of selection process.</p> <p>May consider PAR records and management competency feedback for those that cannot participate in the process. It was agreed that this would be an agenda item for the next meeting on 19 May.</p>	LW
4.	Children's Centres	
	<p><i>Sarah Fryer Presented:</i></p> <p>Aim is there are no redundancies as there are enough posts for staff but possibility of redundancies if not selected. The advice will be to assimilate where possible. It was agreed that Sarah would come back to the meeting if there are vacancies left at the end of the process which present redeployment opportunities.</p>	

		ACTION
5.	Training for Selection Process	
	<p><i>Lorna Keenan Presented:</i></p> <p>There are various support programmes which are communicated to staff through the Meet and Greet meetings.</p> <p>8 internal trainers are qualified and delivering at different venues</p> <p>Global Services Solution funded by central government is delivering one day workshops on CV writing, interview skills and pensions. Also 1:1 sessions of 45 mins with consultants are available.</p> <p>TUs concerned some staff are unable to get on the programmes. LK confirmed that 40 new dates have been added.</p> <p>There is also a pre-retirement programme for staff considering taking retirement/redundancy. 8 internal trainers are being trained to deliver this programme.</p>	
6.	Any Other Business	
	None	
	Date of Next Meeting	
	Tuesday 19 May 2015, 9.30 am - Tony Gilling's Office	