

**Trade Union Consultation Meeting**  
**Wednesday 20 July 2022 10.30am, Microsoft Teams**  
**Decision Notes and Actions Arising**

**Attendees LBE**

Flora Stevens, Chair  
 Iona MacKinnon Note Taker

Presenting Officers:

Lucy Nutt  
 Sujal Zaveri

Mervin Cato

Cheryl Headon

Tony Theodoulou  
 Bindi Nagra

**Trade Unions**

Paul Bishop (Unison)  
 Anna Woodcock (GMB)  
 Tracy Adnan (Unison)  
 Christine Sesstein (Unison)

Denise Handscomb-Teagle  
 (GMB)

**Apologies**

Terry Smith (Unite)  
 Julie Mimmagh

		<b>OWNER</b>
<b>1.</b>	<b>The School and Early Years Improvement Service (SEYIS)</b>	
	<p><i>Lucy Nutt and Sujal Zaveri presented</i></p> <p>The proposal of this restructure is to increase capacity within the service as it is currently not able to meet demand or uphold the service fully. The service needs a full-time senior clerk to deal with the large volumes of schools.</p> <p>This restructure aims to:</p> <ul style="list-style-type: none"> <li>• Delete the role of the Lead Governance Advisor and Deputy Governance Advisor</li> <li>• Create 1 FTE Manager MM1 role</li> <li>• Create 1 FTE Senior Clerk SO1 – oversee casual clerks list</li> <li>• Create 1 Admin SC5 (Part-time) – this role will manage pay claims, finance and admin tasks</li> </ul> <p>CS asked for the names of the two post holders at risk.</p> <p>CS asked who would cover if the MM1 was to be off sick. LN explained that her team would provide support/ cover, or if there were questions around clerking then this would be passed to the SO1.</p> <p>No further questions.</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>2.</b>	<b>Behaviour Support Service - Neuxs Team</b>	
	<p><i>Mervin Cato presented</i></p> <p>MC explained that Nexus has been provided with a grant for 1 year to provide support for young people and make Enfield a safer space between the hours of 3-5pm. MC</p>	

	<p>explained that this is when violent issues are most common, e.g., robberies of young people.</p> <p>The proposal is to create 1 SO1 Activities and Enrichment Co-ordinator 1-year fixed-term.</p> <p>TA asked for further details regarding the Enrichment Coordinator role. MC explained that they had a pilot in one school within the borough, where the Rudolph Foundation worked with young people after school for 6 weeks to create a drama piece. Data showed that now these individuals are more engaged at school and stopped hanging around after school. MC explained that ideally, they would like to spread this borough-wide in most schools. Sessions like these will happen either in the school itself or other venues like Forty Hall or Ponders End Boxing Club, this depends on the facilities each school has.</p> <p>No further questions</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>3.</b>	<b>Schools Traded Services</b>	
	<p><i>Cheryl Headon presented</i></p> <p>The purpose of this restructure is to deliver a more streamlined and effective service. The service has continued to grow since it was formed in 2019.</p> <p>It is proposed to delete:</p> <ul style="list-style-type: none"> <li>• 1 PO1 Senior Finance Officer</li> <li>• 1 Scale 6 Admin Officer STS</li> </ul> <p>And create:</p> <ul style="list-style-type: none"> <li>• 1 MM1 Finance Business Partner</li> <li>• 1 Scale 4 Admin Officer STS</li> </ul> <p>CH explained that the current Senior Finance Officer is already operating at MM1 level. This individual will be ring-fenced to the new MM1 position.</p> <p>The current Scale 6 Admin role is vacant.</p> <p>No questions.</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>4.</b>	<b>Adult Social Care Senior Management</b>	
	<p><i>Tony Theodoulou / Bindi Nagra presented</i></p> <p>The current Director of Adult Social Care will be leaving the Council, so this has provided opportunity to review the current structure and align it with the changing needs of Adult Social Care services.</p> <p>The aim of this restructure is to:</p> <ul style="list-style-type: none"> <li>• Delete 4 HoS 3 posts</li> <li>• Create 2 Director posts and 1 HoS Post</li> </ul>	

	<p>PB asked whether there is any one at risk. BN explained that they will be going internally to recruit to BN's post, so 1 individual would hopefully be successful in gaining that position. Then there will be 2 Senior Director posts and 1 HoS post which the other 3 individuals can apply for.</p> <p>If members decide to not appoint internally then they will go out externally to recruit.</p> <p>TT explained that they have discussed this with the Cabinet Member and Shadow Cabinet Member. An executive coach has assessed all 4 HoS' and believe they are suitable to take up the role of Director of Adult and Social Care.</p> <p>No further questions</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>5.</b>	<b>Notes of previous meeting, 6 July 2022</b>	
	<ul style="list-style-type: none"> <li>•</li> </ul>	
<b>6.</b>	<b>Any other business</b>	
	n/a	
	<p style="text-align: center;"><b>Next meeting</b></p> <p style="text-align: center;"><b>Wednesday, 3 August 2022 10.30am</b></p> <p style="text-align: center;"><b>Microsoft Teams meeting</b></p>	