

Trade Union Consultation Meeting
Wednesday, 6 July 2022, 10.30am, Microsoft Teams
Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair
 Presenting Officers:
 Ramasasi Ramasubramanian
 Olga Philbrook
 Nnenna Uru-Eke
 Jemima Paddon

Trade Unions

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

Apologies

Terry Smith (Unite)
 Denise Handscomb-Teagle
 (GMB)
 Krissy O'Hagan (GMB)
 Tracy Adnan (Unison)
 Nadine Clark
 Iona MacKinnon, Note take

		OWNER
1	Draft proposal for restructuring Access to Resources and Integrated Services (ARIS)	
	<p><i>Ramasasi Ramasubramanian/Olga Philbrook presented</i></p> <p>RR outlined the current service</p> <p>Delete 3.5 Sc 4 Support officers to create higher level capability and create:</p> <ul style="list-style-type: none"> • Create 2.5 Purchase Ordering and Payments Support Officer (anticipated Sc5) • Create 0.5 Leaving Care Payments Support Officer (anticipated Sc5) • Create 1.5 Integrated Brokerage Officers (Sc6) in addition to the current 0.5 Integrated Brokerage Officer • Move the 0.5 Brokerage Officer under the Team Manager for Integrated Services • Align the new 1.5 Integrated Brokerage Officers under the Team Manager for Integrated Services <p>PB asked about the 4 staff at risk and whether there are opportunities for redeployment. RR confirmed he is expecting them to apply and redeployed into the service.</p> <p>CS asked if recruitment will be via full process. RR said it will be via an expression of interest. OP said the new roles are higher graded there will need to be an assessment and interview. CS asked that this is made clear in the consultation period.</p>	

	<p>OP said they will start the formal consultation next week and will invite the TU's</p> <p>TU's had no objections to proceeding</p>	
2	Housing Development Team Restructure	
	<p><i>Nnenna Urum-Eke presented</i></p> <p>NU-E presented her report at the previous meeting. As CS wasn't at the previous meeting she asked NU to run through a summary of her proposal.</p> <p>NU-E is very short staffed and there is a significant work programme to deliver. Proposal to align accountabilities with delivery requirements. Currently have a 'cradle to grave' model which is a broader remit than usual in this market. Creating 3 teams to focus on different phases of delivery. Ambition to grow from headcount of 5 to 21 over the next 3 years. Expansion will be phased based on budget delivery, 8 posts over the next year. The will reduce reliance on external consultants and create permanence around temporary staff arrangements.</p> <p>CS asked if NU-E is confident they can recruit to the new roles. It is a difficult market but NU-E is hopeful they can recruit.</p> <p>NU-E is keen to start the consultation but one member of staff at risk is now on leave. Would like to</p> <p>Unison had no objection to proceeding/AW could not comment as proposal escalated to central office.</p>	
6	Notes of previous meeting, 22 June 2022	
	<ul style="list-style-type: none"> • Housing Development Team Restructure on the agenda for this meeting • Market Management Restructure – still waiting for further JD's before TU's can respond. JM to speak to FM 	
7	Any other business	
	<p style="text-align: center;">Next meeting</p> <p style="text-align: center;">Wednesday, 20 July 2022 10.30am</p> <p style="text-align: center;">Microsoft Teams meeting</p>	