

## Trade Union Consultation Meeting

**Wednesday, 16 March 2022, 10.30am, Microsoft Teams**

### Decision Notes and Actions Arising

#### Attendees LBE

Julie Mimmagh, Chair  
Iona MacKinnon, Note taker  
Presenting Officers:  
Des O'Donoghue  
Doug Wilson  
Jane Parsley  
Rebekah Polding  
Irene Papasavva  
Vincent Lacovara

#### Trade Unions

Christine Sesstein (Unison)  
Tracey Adnan (Unison)  
Paul Bishop (Unison)  
Denise Handscomb-Teagle (GMB)  
Anna Woodcock (GMB)

#### Apologies

Terry Smith (Unite)  
Nadine Clark  
Krissy O'Hagan (GMB)

		<b>OWNER</b>
<b>1</b>	<b>Safe &amp; Connected Restructure</b>	
	<p><i>Des O'Donoghue/Doug Wilson/ Jane Parsley presented</i></p> <p>This report looks to introduce a new level of management to help improve service delivery. This will enable management support to be available across 24/7 shift patterns and allow for appropriate cover and onsite management on weekends. Currently, there are only 2 Telecare Service Team Managers SO2 and this proposal aims to delete these posts and create 3 Deputy Operational Managers PO2.</p> <p>PB asked what will happen to the two existing Team Managers. DOD explained that they have the opportunity to be ringfenced. One of the Team Managers has the right to redundancy. DOD has already had individual conversations with the two individuals at risk. If neither officer is interested in being ringfenced for these roles, then other options such as redeployment will be looked into.</p> <p>CS asked whether one of the individuals who has a 'fallback position' is much lower in grade compared to their current role. JP explained that it is a couple of grades different. PB asked how long this individual has been acting up. JP added that it has been 4 years since the team were originally in IWE Limited. There were plans to review this but these were delayed when IWE TUPE'd back into the Council. As this individual has been working in this post for a number of years, they will be offered a ringfenced interview.</p> <p>TA asked DOD whether the service will be expanding out to other boroughs. DOD explained that they have an opportune moment to explore different options available, but he would need to make sure there's sufficient demand before tendering out and that they wouldn't overstretch the service.</p>	

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	<p>JM asked when the formal consultation will begin. JP explained that there is no date set yet as they were waiting for this meeting and further discussions but will get in touch with TU colleagues and those at risk soon with a date.</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>2</b>	<b>Cultural Services – mini restructure</b>	
	<p><i>Rebekah Polding/Irene Papasavva Price presented</i></p> <p>The first part of this restructure focuses on creating a fixed term Trainee Technician Scale 3. Currently, the Cultural Development Team are spending a lot of money on freelancers and would like to create a 6-month training opportunity. RP explained that the current Technical Supervisor is on board with this idea. This position will be advertised locally.</p> <p>The second part of this restructure aims to support the Dugdale team so that there's a balance between administrative, leadership and duty management. RP explained that there will be some changes to JD's and grades. Two roles will be deleted, the Dugdale Programming Assistant Scale 4 (currently vacant) and the Dugdale Operations Supervisor Scale 6.</p> <p>A new SO2 Dugdale Deputy Programme Manager post will be created and an additional Dugdale Duty Supervisor Scale 4, these two roles will be ringfenced to those individuals whose posts above have been deleted. RP explained that they expect the current Scale 6 to apply for the SO2 post as he has already been undertaking similar duties.</p> <p>TA asked whether all JDs have been evaluated. RP explained that they have and will share these with TU colleagues.</p> <p>CS asked for a list of affected staff, RP will email this over.</p> <p>JM asked whether there are any opportunities for apprentices, as she is aware that RP has had difficulty recruiting scale 3 / 4 posts. RP explained that there is one Cultural Management Apprenticeship, but no one is running currently running the course. RP believes that bringing someone in at Scale 3 will provide them with the opportunity to grow and develop skills within the service.</p> <p><b>TU's had no objections to proceeding</b></p>	<p>RP</p> <p>RP</p>
<b>3</b>	<b>Planning Apprentices</b>	
	<p><i>Vincent Lacovara presented</i></p> <p>VL explained that they have struggled to recruit Planning Officers in Enfield due to a wider national issue and skill shortages in the Planning Sector. This restructure aims to increase capacity within the service, improve service delivery and will be part of the invest to save bid. There will be 6x apprenticeship Planning Officers created estimated at Scale 6. The posts will be offered on a 2 or 5-year fixed-term contract as candidates are required to complete the RTPI qualification in Town Planning or PG Dip Town Planning over 60/24 months.</p>	

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	<p>PB asked what's to stop the individuals from going off to work for another borough/ company. VL explained that this is a risk but is confident as there is good retention in Enfield and previous staff have returned after leaving. JM added that it's important for the apprentices to receive good experience and training and that recruiting locally should help with retention.</p> <p>CS asked whether VL has consulted his team and how they feel about having to train and nurture apprentices. VL explained that he hasn't received any negative feedback yet, only positive, but added that there may be more of a challenge in Development Management due to casework.</p> <p>CS asked whether there would be any increments for those on the 60-month apprenticeship contract. VL explained that there would only be increments on the scale 6 salary. If vacancies did come up and candidates were suitable for these posts then they would have the chance to apply. JM added that the individuals will be saving money as they will not have university fees and that they will be getting experience across different teams. VL added that some individuals within the team started off as apprentices and speak highly about the experience they received.</p> <p>TA asked whether VL works directly with the schools/ sixth forms and whether they offer work experience. VL explained that they are going to approach some sixth forms to try to gain interest and may also involve the youth parliament. VL is aware that apprenticeships do not necessarily focus on school leavers and understands that other people at different stages of their lives may want to apply.</p> <p>PB asked whether there will be someone within the service who will oversee/ keep an eye on progress/ be a point of contact for the apprentices. VL explained that they haven't yet identified someone to do that but will be looking into this. VL will also be speaking with other services to try to avoid any previous mistakes/issues with apprentices.</p> <p>JM to catch up with VL.</p> <p><b>TU's had no objections to proceeding</b></p>	
4	<b>Notes of previous meeting, 2 March 2022</b>	
	<ul style="list-style-type: none"> <li>• Fleet Service restructure – JMinta has shared JD's</li> <li>• YOS restructure – JD's to be shared with TU colleagues. TU's to be invited to staff consultation</li> <li>• Housing Allocations Team – There were no TU comments</li> </ul>	IP
5	<b>Any other business</b>	
	Meetings will be held on MS Teams going forward.	
	<b>Next meeting</b>	

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	<p style="text-align: center;"><b>Wednesday, 30 March 2022 10.30am</b></p> <p style="text-align: center;"><b>Microsoft Teams meeting</b></p>	
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