

Trade Union Consultation Meeting

Wednesday, 8 June 2022, 10.30am, Microsoft Teams

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair
Iona MacKinnon, Note taker
Presenting Officers:
Ferah Mustafa
James Wheeler
Christine White
Vincent Lacovara
Liam Preston

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)

		OWNER
1	Environment and Operations	
	<p><i>No presenting officer</i></p> <p>FM will forward on the list of people affected by this restructure to TU colleagues.</p> <p>This restructure hasn't been communicated out further yet. Those at risk will be spoken to once the consultation period is agreed by TU colleagues.</p> <p>TU colleagues asked for this item to return to the next meeting.</p> <p>TU's had no objections to proceeding</p>	
2	FM Security Manager	
	<p><i>James Wheeler presented</i></p> <p>The fire in the Civic car park back in February 2021, has raised interest about potential threats such as terrorism and deliberate attacks. A Security Board was set up as response to that to develop a holistic security strategy including digital, and physical corporate estate. As a result, JW has been asked to recruit a FM Security Manager, this role will have responsibility for the management of security at the council's corporate facilities, including physical security systems and manned guarding. This role will report to the FM & Compliance Manager (HOS1). The role will also work alongside the Head of Security (for cyber and digital security) within the Resources department to support on approved security initiatives. This second role hasn't yet been recruited to.</p> <p>CS asked how JW is recruiting to this role. JW explained that the ideal candidate is likely to be an ex middle ranking police officer, someone who has operational and strategic</p>	

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	<p>experience within the service or an ex armed forces, or someone who is a professional member to the Institute of Security Management Service.</p> <p>No further questions or objections.</p> <p>TU's had no objections to proceeding</p>	
2	Strategic Planning & Design	
	<p><i>Christine White/Vincent Lacovara presented</i></p> <p>This report focuses on creating a new post, Urban Design Officer PO2, in the Strategic Planning and Design Team to provide more capacity so the team can meet performance targets and generate further income into the service. This post will be fully funded through service level agreements between Planning and Housing and Regeneration and the SLA, as a lot of work assists Housing and Regeneration to deliver outcomes for communities. This post will save the council money as housing will not have to engage with external consultants to complete this work.</p> <p>No further questions.</p> <p>TU's had no objections to proceeding</p>	
2	Private Housing Solutions Team (PHS)	
	<p><i>Liam Preston/ Feyza Katircioglu presented</i></p> <p>This restructure looks to assist the Private Housing Solutions Team (PHS) in its delivery of the Council's housing strategy, and wants to create four posts:</p> <ul style="list-style-type: none"> • 1x Scale 6 Compliance & Monitoring Officer • 2x SO2 Property Procurement Officers • 1x SO2 Acquisition & Business Support Officer <p>The compliance and Monitoring Officer role is needed as compliance demands are growing quite significantly. This role will be responsible for providing additional admin resources to ensure companies keep up with compliance of properties and in line with best practice, they will also be responsible for ensuring work is carried out by contractors, certificates are obtained etc.</p> <p>Enfield Lets require 2 additional Property Procurement Officer posts due to expanding targets that need extra procurement support. They will be responsible for sourcing and inspecting new properties, negotiating lease premiums with landlords and ensuring all relevant documentation is collected and stored.</p> <p>An additional Acquisition and Business Support Officer is needed to ensure that purchasing targets are hit, this role will also provide support to the Acquisitions Surveyor.</p> <p>The Acquisition Surveyor will be transferred into the Private Housing Solutions team. The individual in this role is happy with this transfer.</p> <p>All of these posts will be funded by Housing Gateway.</p>	

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	<p>The Acquisitions & Business Support officer role is still awaiting confirmation regarding the final grade. The other two roles have been evaluated.</p> <p>CS asked whether these posts will go through redeployment. JM explained that they will follow council procedure and be advertised internally and on redeployment.</p> <p>JM explained that most staff here are employed by the council and seconded to Housing Gateway. LP added that Housing Gateway procures 90% of services from the council, with roles being created and employed by local authority.</p> <p>JM will get the outcome of the remaining job evaluation and will share this with TU colleagues, but subject to this there were no further questions or objections to proceeding.</p> <p>TU's had no objections to proceeding</p>	
4	Notes of previous meeting, 11 May 2022	
	There were no outstanding actions.	
5	Any other business	
	<p>CS asked about the councils stance on long covid and those that are unable to perform at work due to this. JM explained that the council will aim to put in reasonable adjustments and will continue to manage absence to see if a return to work is likely in the future. If an individual is not able to return to work, this will be managed under the absence and attendance policy. If they are a member of the pension plan, the council will need to look at whether they meet criteria for ill health retirement.</p> <p>CS added that some individuals have permanent brain fog due to covid and may not be able to perform 100% at work. JM explained that if they are struggling to do their role, they would expect the manager to refer the individual to occupational health and they could also look at redeployment if that's possible.</p>	
	<p style="text-align: center;">Next meeting</p> <p style="text-align: center;">Wednesday, 22 June 2022 10.30am</p> <p style="text-align: center;">Microsoft Teams meeting</p>	

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