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	the second ring-fence, but the choice of roles to apply for is with the individual. An individual who is 50:50 will enter redeployment at the same time as the wider group of staff in the final ring-fence of which they are part. The TUs advised they are in agreement with this approach.	
3	Finance update	
	<p>Sally Kanabar-Wilson and Vanessa Tanner</p> <p>Consultation Meeting Presentation Slides - AW advised she had not received the document. Mike Reynolds to email same.</p> <p>There are around 110 posts in the area to be restructured including 18 vacant posts. 92 staff are in the affected populated which includes four heads of service and two members of staff on flexible retirement. However, these figures are subject to the outcome of any requests for review made by staff who feel they are in the wrong hub.</p> <p>15 staff are 50:50</p> <ul style="list-style-type: none"> • 12 being 50:50 Business Support and Finance • 3 being 50:50 Finance Gateway / Procurement <p>Staff consultation meetings - being held 30 and 31 July. The consultation period will run for 30 days.</p> <p>Options meetings - HR has received 28 requests.</p> <p>Voluntary redundancy - 6 requests are currently being considered by the heads of service. There is possibly one further request.</p> <p>Redeployment - staff going on redeployment from 3 August (83 staff) not including the 3 staff on 50:50 (Finance Gateway / Procurement) or flexible retirees.</p> <p>Staff are classified as being at risk at the start of the formal consultation if they have been identified for only one hub and they are not on secondments to posts that are outside the Finance ringfence and continuing beyond the Finance hub commencement date (mid October).</p> <p>CS requested clarification on where the Housing Payments Team structure sits. The staff have been informed they will sit in one area and then informed it will be another area. Meet and greet invitations were sent then withdrawn. The TUs and staff are unhappy with the situation.</p> <ul style="list-style-type: none"> • MS responded that the team could sit in three areas. Originally Exchequer Services were to be included along with the Finance review and the Housing Payment Teams would sit in Exchequer Services and therefore staff received meeting invites. Exchequer Services are now not part of the current Finance review so the meeting invites were withdrawn. The reason for the change was explained to the line manager but it appears the information was not disseminated to staff. TG to follow up with the line manager to address. • MS will double check the series of events and confirm same to the TUs. <p>(SKW & VT left the meeting)</p>	<p>SKW</p> <p>TG</p> <p>MS</p>
4	Directorate structures	
	<p>No restructures to report on.</p> <p>Section 118 notices are issued every three months but one was not issued in July as</p>	TG

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	the numbers were not going to exceed 20 but will exceed 20 between 1 August to end October. A letter will be issued to the TUs tomorrow.	
5	Business Support	
	<p>Lynda Wreyford presented</p> <p>79 requests for voluntary redundancy have been received. All have been agreed except one request where an extended leave date has been requested by the service manager to accommodate business needs and an appropriate termination date will be agreed shortly. Notices will be issued on 19 August and staff will then work their individual notice period - the latest notice period will run up to 17 November.</p> <p>LW has received a number of complaints from staff who are unhappy at having to work their period notice, when staff within the PDP hub were not required to do so.</p> <p>3 or 4 staff have complained that PILON was promised at the options review meeting but this has not been the case. Earlier communications indicated that no decision had been made with regard to PILON which would be subject to business needs.</p> <p>It has been agreed that 3 staff on long term sickness absence, with no prospect of a return will receive PILON.</p> <p>PB stated that the case for PILON across the whole hub does not stand and requested details of what duties in the hub necessitated staff having to work their notice period. MS explained that there are budget reports to be produced, procurement to pay processes, financial monitoring requirements to be met.</p> <p>Timescales</p> <p>The assessment process has started and will run through to the end of next week.</p> <p>Deadline for applications is 2 August for MM posts and 7 August for the other officer posts.</p> <p>Interviews 11 – 14 August for Team Leaders, 24 August – 4 September for other officer roles, with the possibility of an extension to 11 September if we need to accommodate staff on agreed leave during the earlier period.</p> <p>Fixed term contracts</p> <p>A small group of staff on fixed term contracts expiring before the end of September were excluded from the initial ring-fence. Due to the higher than expected interest in redundancy options, these employees have been informed that there may be a possibility of some posts being available at the end of the ring-fenced recruitment and have been invited to apply and undertake assessments, for possible BS posts in redeployment.</p> <p>Redeployment</p> <p>A number of staff have been successful in securing redeployment roles in other areas. Staff successful for a redeployment role are usually placed on a six week trial period and they will have the option to compete for posts in the Business Support hub during their trial period if they wish. Once appointed to the redeployed post they will no longer</p>	

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	be entitled to compete for posts within the Business Support hub. Business Support outcome will be discussed at the meeting of 23 September. (LW left the meeting)	TG			
6	Minutes of the last meeting 15 July 2015				
	<p>Communications</p> <ul style="list-style-type: none"> • TUs to be included in the circulation of affected population lists. MS • July Staff Seminar TG to forward the Q/As to the TUs. TG • TU access to the Enfield Eye MS agreed to arrange TU access to the Enfield Eye. MS <p>Business Support Following a review of scale 4 posts in the new structure the roles warrant to be graded as scale 5, however this was subject to sign off. TG to obtain an update from LW. TG</p> <p>Potential joint procurement for some social care services - Enfield in discussion with five London boroughs. • BN to be invited to the next meeting to provide further information. TG</p> <p>Ernst & Young doing in HHASC Strategy & Resources PB requested further detail to the response provided by MS at the meeting of 15 July on the question tabled by the TUs 'What is Ernst & Young doing in HHASC Strategy & Resources for the next four months and how much is it costing?'</p> <p><i>Response provided by MS on 15 July:-</i></p> <p><i>Response covered in the circulated document and further verbal detail provided by MS. MS stated that this was a pilot and there will be no changes to staff terms and conditions, no reduction in staff numbers and no TUPE situation. Enfield will be bringing in additional skills, knowledge and support from Ernst & Young to maximise the successful delivery of the £5.7m savings identified within this year's budget savings from improved procurement and commissioning activity relating to HHASC. This is a 4 month pilot and the pilot is designed to show if the model will work. If the model is successful then Enfield will be likely to extend and look at a formal tender exercise regarding our longer term procurement and commissioning model.</i></p> <p>MS advised that LBE wants to move away from departmental teams and pull together procurement from across the authority as previously advised. Ernst & Young is heading up a HHASC efficiency team on a four month pilot and is co-ordinating a forward procurement plan. Early feedback from frontline staff has been good.</p> <p>E2017 is working with the team and Ernst & Young to define the success criteria of the four month pilot. PB was concerned at the standard of care Enfield delivers to its customers. It was agreed that MS will bring the success criteria details to the next meeting. Bindi Nagra will be invited to attend for this item. TG / MS</p> <p>Web Team restructure Tim Kidd will be invited to the meeting of 12 August. TG</p> <p>IT restructure The timeline needs to be agreed and will be brought to a future meeting by MS. TG / MS</p>				
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	Discussions are taking place with staff in HHASC Enablement Services on restructuring but no consultation with UNISON or at Enfield 2017 meeting. TG advised that he will speak to Lorraine Davies and report back to the TUs today.	TG
	12.15pm finish	
	Next meeting Wednesday, 12th August 2015, 10am – 11.30am, 3rd Floor Meeting Room	

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