

Employees' Consultative Forum

AGENDA

DATE: Tuesday 23 February 2016

TIME: 7.30 pm

VENUE: Committee Rooms 1 & 2,
Harrow Civic Centre

PRE-MEETINGS: [Council Side - 7.00 pm - Committee Rooms 1&2
Employees' Side - 6.30 pm - Committee Room 3]

MEMBERSHIP (Quorum: 3 from the Council Side and 3 from the Employees' Side of the permanent membership)

Chair: Councillor Kiran Ramchandani

Councillors:

Jeff Anderson
Graham Henson
David Perry

Paul Osborn
Ms Mina Parmar
Pritesh Patel

Employee Representatives:

Representatives of Teaching Unions: (2 vacancies)
Ms C Winder

Representatives of UNISON: Mr S Compton (VC) Mr J Royle
Mr D Butterfield Mr D Searles
Mr G Martin

Representatives of GMB: Ms P Belgrave

(Reserve Council Side Members overleaf)

Reserve Council Side Members:

- | | |
|--------------------------|---------------------|
| 1. Ms Pamela Fitzpatrick | 1. John Hinkley |
| 2. Keith Ferry | 2. Mrs Camilla Bath |
| 3. Sachin Shah | 3. Susan Hall |
| 4. Aneka Shah | |

Contact: Manize Talukdar, Democratic & Electoral Services Officer
Tel: 020 8424 1323 E-mail: manize.talukdar@harrow.gov.uk

AGENDA - PART I

1. ATTENDANCE BY RESERVE MEMBERS

To note the attendance at this meeting of any duly appointed Reserve Members.

Reserve Members may attend meetings:-

- (i) to take the place of an ordinary Member for whom they are a reserve;
- (ii) where the ordinary Member will be absent for the whole of the meeting; and
- (iii) the meeting notes at the start of the meeting at the item 'Reserves' that the Reserve Member is or will be attending as a reserve;
- (iv) if a Reserve Member whose intention to attend has been noted arrives after the commencement of the meeting, then that Reserve Member can only act as a Member from the start of the next item of business on the agenda after his/her arrival.

2. DECLARATIONS OF INTEREST

To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from:

- (a) all Members of the Forum;
- (b) all other Members present.

3. MINUTES (Pages 5 - 10)

That the minutes of the meeting held on 12 November 2015 be taken as read and signed as a correct record.

4. PETITIONS

To receive petitions (if any) submitted by members of the public/Councillors under the provisions of Executive Procedure Rule 47 (Part 4D of the Constitution).

5. DEPUTATIONS

To receive deputations (if any) under the provisions of Executive Procedure Rule 48 (Part 4D of the Constitution).

6. PUBLIC QUESTIONS *

To receive any public questions received in accordance with Executive Procedure Rule 49 (Part 4D of the Constitution).

Questions will be asked in the order notice of them was received and there be a time limit of 15 minutes.

[The deadline for receipt of public questions is 3.00 pm, Thursday 18 February 2016. Questions should be sent to publicquestions@harrow.gov.uk

No person may submit more than one question].

7. APPOINTMENT OF A NEW EMPOLYEEES' SIDE REPRESENTATIVE

To note the appointment of a new representative from the teachers' constituency.

8. PART 2 OF ANNUAL EQUALITY IN EMPLOYMENT REPORT FOR 1 APRIL 2014 - 31 MARCH 2015 (Pages 11 - 42)

Report of Divisional Director Human Resources and Organisational Development.

9. HARROW UNISON LG BRANCH REPORT ON APPALLING EMPLOYMENT PRACTICES IN THE 'LIFT AND SHIFT' OF HARROW COUNCIL STAFF (Pages 43 - 60)

Report from the Harrow Unison LG Branch.

10. RESPONSE TO EMPLOYEES' SIDE REPORT ON 'EMPLOYMENT PRACTICES IN THE 'LIFT AND SHIFT' OF HARROW COUNCIL STAFF' (Pages 61 - 92)

Report of Divisional Director Human Resources & Organisational Development.

11. ACTIONS AGREED BY THE EMPLOYEES' CONSULTATIVE FORUM - SUB GROUP (Pages 93 - 100)

Report of Divisional Director Human Resources and Organisational Development.

AGENDA - PART II - NIL

*** DATA PROTECTION ACT NOTICE**

The Council will audio record item 6 (Public Questions) and will place the audio recording on the Council's website, which will be accessible to all.

[**Note:** The questions and answers will not be reproduced in the minutes.]