

Employees' Consultative Forum (Special) AGENDA

DATE: Tuesday 12 December 2017

TIME: 7.30 pm

VENUE: Committee Rooms 1 & 2, Harrow Civic Centre,
Station Road, Harrow, HA1 2XY

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 2 trade union
representatives from different trade unions)

Chair: Councillor Kiran Ramchandani

Councillors:

Ms Pamela Fitzpatrick
Graham Henson
Sachin Shah

Mrs Camilla Bath
Ms Mina Parmar
Pritesh Patel

Employee Representatives:

Teachers Representatives: Louise Crimmins - National Union of Teachers
Anne Lyons - National Association of Head Teachers
(1 vacancy)

Representatives of UNISON: 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. Maxine Henson | 1. Susan Hall |
| 2. Barry Kendler | 2. John Hinkley |
| 3. David Perry | 3. Paul Osborn |
| 4. Aneka Shah-Levy | |

Contact: Democratic Services Officer

Tel: 020 8424 1323 E-mail: manize.talukdar@harrow.gov.uk

Useful Information

Meeting details:

This meeting is open to the press and public.

Directions to the Civic Centre can be found at:
<http://www.harrow.gov.uk/site/scripts/location.php>.

Filming / recording of meetings

The Council will audio record Public and Councillor Questions. The audio recording will be placed on the Council's website.

Please note that proceedings at this meeting may be photographed, recorded or filmed. If you choose to attend, you will be deemed to have consented to being photographed, recorded and/or filmed.

When present in the meeting room, silent mode should be enabled for all mobile devices.

Meeting access / special requirements.

The Civic Centre is accessible to people with special needs. There are accessible toilets and lifts to meeting rooms. If you have special requirements, please contact the officer listed on the front page of this agenda.

An induction loop system for people with hearing difficulties is available. Please ask at the Security Desk on the Middlesex Floor.

Agenda publication date: Monday 4 December 2017

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. APPOINTMENT OF VICE CHAIR

To appoint a Vice-Chair from the Union side for the 2017/18 Municipal Year.

4. MINUTES (Pages 7 - 10)

That the minutes of the meeting held on 8 February 2017 be taken as read and signed as a correct record.

5. DEPUTATIONS

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

6. ANNUAL EQUALITY IN EMPLOYMENT MONITORING REPORT FOR 1 APRIL 2016 - 31 MARCH 2017 (Pages 11 - 50)

Report of the Interim Head of Employee and Customer Relations.

7. NON COMPLIANCE OF STATUTORY RESPONSIBILITIES, FAILURE TO ENGAGE IN THE ENVIRONMENT & COMMUNITIES DIRECTORATE (Pages 51 - 164)

Report from the Harrow Unison LG Branch.

8. MANAGEMENT RESPONSE: NON COMPLIANCE OF STATUTORY RESPONSIBILITIES, FAILURE TO ENGAGE IN THE ENVIRONMENT & COMMUNITIES DIRECTORATE (Pages 165 - 170)

Report of the Corporate Director, Community.

9. **HARROW UNISON LG BRANCH REPORT ON UNILATERAL CHANGES TO ROLE PROFILES & THE UNDERMINING OF THE RECOGNITION AGREEMENT**
(Pages 171 - 178)

Report from the Harrow Unison LG Branch.

10. **MANAGEMENT RESPONSE: HARROW UNISON LG BRANCH REPORT ON UNILATERAL CHANGES TO ROLE PROFILES & THE UNDERMINING OF THE RECOGNITION AGREEMENT** (Pages 179 - 186)

Report of the Corporate Director, Resources and Commercial.

11. **FAILURE IN THE HOUSING DIRECTORATE SENIOR MANAGEMENT TEAM**
(Pages 187 - 198)

Report from the Harrow Unison LG Branch.

12. **MANAGEMENT RESPONSE: FAILURE IN THE HOUSING DIRECTORATE SENIOR MANAGEMENT TEAM** (Pages 199 - 202)

Report of the Corporate Director, Community.

13. **EXCLUSION OF THE PRESS & PUBLIC**

EXCLUSION OF THE PRESS & PUBLIC

To resolve that the press and public be excluded from the meeting for the following items of business, on the grounds that they involve the likely disclosure of confidential information in breach of an obligation of confidence, or of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972:

<u>Agenda Item No</u>	<u>Title</u>	<u>Description of Exempt Information</u>
14.	Appendix 1 - Non compliance of Statutory Responsibilities, Failure to engage in the Environment & Communities Directorate	Information under paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, relating to the financial or business affairs of any particular person (including the authority holding that information)

AGENDA - PART II

14. **NON COMPLIANCE OF STATUTORY RESPONSIBILITIES, FAILURE TO ENGAGE IN THE ENVIRONMENT & COMMUNITIES DIRECTORATE** (Pages 203 - 204)

Report from the Harrow Unison LG Branch.

*** 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.]