

Varsha Patel

From: Darren Butterfield
Sent: 12 January 2016 10:36
To: Varsha Patel
Subject: FW: Special Resources DJC Minutes

From: Tom.Whiting@harrow.gov.uk [mailto:Tom.Whiting@harrow.gov.uk]
Sent: 11 January 2016 16:17
To: Darren Butterfield; Carol.Cutler@harrow.gov.uk; Jonathan.Milbourn@harrow.gov.uk; Gary Martin; Jon.Turner@harrow.gov.uk
Cc: John Royle
Subject: RE: Special Resources DJC Minutes

Darren – happy to accept your additional comments subject to one insertion in blue and that this edited version can stand as the record of the discussion

Thanks

Tom

From: Darren Butterfield [mailto:d.butterfield@harrow-unison.org.uk]
Sent: 07 January 2016 14:30
To: Tom Whiting; Carol Cutler; Jonathan Milbourn; Gary Martin; Jon Turner
Cc: John Royle
Subject: Special Resources DJC Minutes
Importance: High

Dear Tom

Thank you for your minutes. However, I have included points for accuracy purposes that have been omitted.

Look forward to your amended minutes.

Kind regards

Darren Butterfield
Assistant Branch Secretary
Harrow UNISON LG Branch

-----Original Message-----

From: Tom.Whiting@harrow.gov.uk [mailto:Tom.Whiting@harrow.gov.uk]
Sent: 06 January 2016 16:23
To: Jon.Turner@harrow.gov.uk; Carol.Cutler@harrow.gov.uk; Jonathan.Milbourn@harrow.gov.uk; Darren Butterfield; Gary Martin
Subject: Special DJC Minutes

Special DJC 5th January 2015

Unison raised concerns at the start of the meeting:

1. Team were lifted and shifted to Business Support without funding. Concerns around meaningful consultation **due to the fact that no information was available to explain why during the recent redundancy consultation, funding did**

not transfer at the date of transfer resulting in staff redundancies and the overall lack of financial responsibility undertaken by officers at that time. Situation was destined to be challenge if inadequate funding not in place.

2. Three female and one male member of staff impacted. The male member of staff has benefited from funding being made available (even though he has a substantive post to return to), a benefit not afforded to the three female members of staff. Long service of a total of 93 years (45, 26 and 22 years respectively) between the members of staff. Staff have been treated disrespectfully and with a scornful manner.

3. Predetermination and pre-selection of staff implications.

4. Exclusive remedial action made in favour of the male member of staff placing the authority at risk from potential gender discrimination and less favourable treatment claims. Concern about disrespectful treatment of staff.

5. Arrangement which transferred the staff in without funding was not done properly and was not consulted upon and that correct procedures in this respect between officers were not followed demonstrating acts of gross negligence and mismanagement.

Concerned that this is poor treatment of long service staff and is appalling. Seeking urgent resolution. Unison requested:

1. Team to return to Peoples Directorate where the funding came from in the first place.

CC believes the lift and shift arrangement was consulted upon as a letter was written to the staff by Carole Yarde and therefore the consultation was carried out.

CC read out the letter and a consultation was completed. Copy of the consultation pack was not available.

UNISON clarified that the consultation documentation referred to by CC did not refer or mention funding, and considered this a reasonable assumption that funding would transfer given the circumstances. UNISON also questioned this consultation (lift and shift) stating their concern that if funding did not transfer, why were staff not notified that they were at risk of redundancy and that the employment was time limited at this point.

Management could not comment on the content of the consultation document itself (only the covering letter) as Resources management had not seen it.

Confirmed that the funding did not transfer. The process to lift and shift the staff into Business Support was taken by the then Community Health and Wellbeing Directorate.

CC reviewed what the team were doing. Adults and Public Health were consulted and they did not want to fund the team. This position has now changed on the Public Health post.

Position was taken that the staff were not part of a wider pool as they were not integrated into the wider Business Support function. They were not fitted into Business Support roles. Pool was therefore those staff.

CC clarified that Adults had been consulted (this should read contacted) and no longer needed the work to be undertaken.

Unison concerned that staff were not informed in January 2015 that their posts were unfunded and the manner of this consultation which was based on a false premise and apparent poor financial assumptions and decisions.

Action: Unison requested a special DJC with Peoples Directorate supported by Jonathan. Resources DMT accepted that proposal.

One individual has now transferred to Public Health on secondment but has a substantive post in Housing.

Another G7 - there is a G6 post in Access Harrow or G5 post in Business Support if the member of staff is willing to accept a lower graded post.

The other two staff could potentially have a job in Business Support if there is some potential flexibility in their working hours.

JT confirmed that the redundancy process would not slow down.

UNISON requested a 'check and balance' so that future 'lift and shift' inter-directorate transfers are better managed and sufficient checks undertaken to ensure management decisions and agreements are watertight.

Action: DB will receive a list of Agency filled posts in Business Support.

AOB JT updated on timescales for HR Shared Services Cabinet Report.

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