

Chris Spencer  
Corporate Director  
People Services

**People Services DJC  
Tuesday 12<sup>th</sup> January 2016**

**Present:** Chris Spencer (chair), Pauline Nixon, Patrick O'Dwyer, Steve Compton, Gary Martin, Natalie Powers, Jon Turner, Anne Lyons, Stuart Darke, Darren Butterfield, Jonathan Price, Bernie Flaherty, Carole Furlong, Liz Shedden

**Apologies:** Pamela Belgrave, Roger Rickman

**Review of the notes from 17<sup>th</sup> November** (Children and Families DJC)

**Action:** The Social workers survey, agenda for a future meeting. Neil to present the item.

Advice has been circulated to schools regarding Teacher pay scales.

Budget appendices to the Cabinet Report were shared with Unions.

**Consultation on Education Strategy and School Organisation (ESSO)**

A consultation started on 5<sup>th</sup> January on three posts in ESSO, Joy Collins, Jan Boresta, Neetha Atukorale. Consultation ends 20<sup>th</sup> January, with a decision on 25<sup>th</sup> January.

Unison is concerned that staff felt posts were being made redundant prior to the consultation; no decision has been made. These are non statutory posts, although the traveller post supports vulnerable families.

Are there any opportunities for posts to be covered or funded by schools? Anne Lyons thought that this was unlikely as schools also have funding issues

**Consultation on the proposed realignment of management arrangements in People Services**

Consultation papers will be to be sent out on Friday 15<sup>th</sup> January.

The realignment of posts follows the deletion of the Divisional Director SNS and the Divisional Director Education and Commissioning. Those areas currently covered by these two posts are being considered.

There are two options:

Option One: Four managers reporting to the Corporate Director of People Services:

- Head of Education Services
- Head of Education Strategy
- Head of HSIP
- Head of SEN Services

Option Two: Three managers reporting to the Corporate Director of People Services

- Head of Education Services
- Head of Education Strategy
- Head of HSIP

The new roles will need to be evaluated

The Head of HSIP – no changes other than a change of line management.

No risks to jobs.

The consultation also includes the all age disability service. Children with Disabilities (CWD) will merge with the adult disability service: no anticipated job losses.

There is a staff consultation meeting on 19<sup>th</sup> January.

End of consultation will be 29<sup>th</sup> January.

The all age disability service will commence the 3<sup>rd</sup> February. The existing funding for the CWD team will move with the team.

Copies of the consultation will be provided to all unions.

Costs are not known, following the outcome of the consultation posts will need to be evaluated.

There will be significant savings due to the loss of two Divisional Director posts.

There is concern at the loss of capacity at a senior level.

The Corporate Director of People will manage:

- Divisional Director, Children and Young People Services
- Director of Adult Social Services
- Director of Public Health
- Three or four education / SEN posts via the consultation.

### **Redundancy issue in Business Support**

Unison is concerned at the 'Lift and Shift' of four members of staff from Community, Health and Wellbeing (CHW) into Business Support. Business Support was previously managed within CHW.



This matter was raised at Resources DJC and it was requested to be added to the People Services DJC for further consideration.

One of the four members of staff has been offered a role in Public Health.

The remaining three members of staff currently support People Services. They were previously known as the Transformation Management Support Team. The posts were transferred into Business Support without funding. The staff members are now at risk of redundancy.

Unison seeks remedial action to support staff members with 45, 26 and 22 years of service.

Unison has a range of questions.

How will work be covered in the future?

Was it known when the posts were moved that there was no funding to accompany the staff when they moved directorate.

The move was completed within CHW, the budget issue did not become apparent until Business Support Service moved into Resources and the budget was looked at more closely.

Unison believes that the work the team does will continue to be required.

Funding was previously from the transformation budget.

Management stated that it does not need the tasks this team currently undertake.

Is it possible to redeploy / ring fence these staff into posts covered by agency staff?

Unison has been advised that there are no current vacancies in Business Support or Access Harrow at the grades concerned.

Two of the staff have particular working patterns and they would like to continue with these hours.

Unison would like People Services to look at options to accommodate these posts.

Can Business Support be creative with options to seek a solution?

All three staff members concerned have been offered jobs under Harrow terms and conditions, but these have not been accepted.

All vacancies and opportunities can be looked at and considered. If the posts are at a lower grade some protection will be available.

If there are not any current vacancies in People Services posts will not be created.

Staff concerned are currently being considered for all vacancies as part of the redeployment process.

### **AOB**

There are to be cuts in Business Support and Jonathan Milbourn is currently reviewing all options.

What could the impact be on services that are currently being supported?

The loss of all agency staff will not meet the anticipated budget cuts. Alternative ways to deliver the savings will continue to be considered.

100 of 130 BSS staff are in Children's and it is business critical for Children's. Jonathan Milbourn is discussing options with managers as part of his review.

### **People Services DJC - Dates for 2016**

|          |          |
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| 22.03.16 | 2 to 4pm |
| 24.05.16 | 2 to 4pm |
| 19.07.16 | 2 to 4pm |
| 20.09.16 | 2 to 4pm |
| 22.11.16 | 2 to 4pm |

All meetings will take place in the Children's Boardroom, second floor, south west corner, civic 1.