

LONDON BOROUGH OF HARROW

EMPLOYEES' CONSULTATIVE FORUM

TUESDAY, 21ST OCTOBER 2003

Matters Arising from the Minutes of the ECF held on 8 July 2003

Minute 59 Matters Arising from the Minutes:

(i) West Lodge Schools: Minute 16 (12.9.02)

This is the subject of an agenda item from UNISON

(ii) Housing Department Incident and Accident Reporting Procedures - Minute 36 (5)

This is the subject of an agenda item from UNISON

Minute 62 Annual Equality Report

The first meeting of the review group to consider the disproportionate adverse impact on Asian applicants was held on 11 September 2003.

The objective of the Group is to consider the disproportionate adverse impact on Asian applicants in the recruitment process and to consider what additional monitoring information or further research may be required and what positive actions may be taken to improve the success ratio for Asian applicants.

The Group agreed the following actions:

1. To hold a workshop for unsuccessful (following interview) BEM in particular Asian applicants since January 2003, to find out about their experience during the R&S process. (Excluding Schools)
2. That further analysis be carried out on applicant monitoring information for the previous six months of appointments to include age as a monitoring category and enable more detailed statistical analysis of all the equality categories.
3. That the current applicant monitoring system is enhanced from 1st October 2003 to include monitoring by age.

The Interim Head of Personnel and Branch Chair of Unison have met to discuss specific cases involving management support for employees with mental health and long term illness problems.

Minute 64 New Harrow Project – Protocol for Organisational Change

I was not possible to reach agreement with Unison on the outstanding issue of protection of pay by the deadline of 31 August 2003 agreed by the Forum. Accordingly a report has been prepared for Cabinet recommending implementation without further agreement. However, although Unison remain implacably opposed to changing the current protection arrangements they have indicated a willingness to continue discussions and there remains a possibility that agreement may be reached.

Minute 66 Civic Centre Car Parking – Visitors' Car Park

Visitor car parking arrangements are currently being reviewed and further trade union consultation will take place as proposals are developed.

Minute 67 Arms Length management Organisation Proposal

Consultation with staff in all relevant areas is on going and the indicative date for the ALMO to go live is now 1 April 2004

Minute 69 Approved Social Workers Mental Health Team

This is the subject of an agenda item from UNISON