

Better Deal for Residents Programme

TU Engagement Principles

Agreed

Outline Business Case Development

- To ensure that services are commissioned in ways that best meet the future needs of Harrow's residents.
- To design and create services to ensure, efficiency, effectiveness and value for money.
- To ensure that we engage staff and recognised trade unions in the development of Outline Business Cases arising from the BDfR programme.
- To ensure that involvement and engagement with staff, trade unions and stakeholders is meaningful and timely.
- To share information and data where appropriate in a timely manner applying confidentiality rules where necessary.
- To provide sufficient time for staff, trade unions and stakeholders to consider the proposals and provide feedback.
- To allow sufficient time for the development of alternative OBC options.
- To ensure we work together to deliver the programme to agreed timescales.

- Engage TU in meaningful consultation
- Engage with TU using established consultative policy & framework
- Use BDfR TU Forum to agree arrangements for TU engagement and to engage on development of cross cutting OBC
- Engagement on service specific OBC may be through relevant DJC
- Information provided to TU needs to be clear and consistent with the information provided to other stakeholders

- Early Involvement in accordance with council decision, programme/project timeline and milestones - to be agreed with project lead
- OBC to set out all options considered in addition to 'favoured' option
- 'Sufficient' time – a minimum of 20 working days is 'reasonable' to allow time to;
 - identify a TU lead/expert
 - Put forward questions/engage their members
 - review the management response to queries arising from their members
- Opportunity to jointly work up 'feasible' alternative options - to do nothing is not an option
- Facility Time – additional facility time to be built into OBC subject to scope of project and implications for staff

Engagement Flow Chart

