

# Cabinet SUPPLEMENTAL AGENDA

**DATE: Thursday 21 November 2013**

## AGENDA - PART I

### 13. URGENT BUSINESS

- (a) Motion Referred to Executive - Chief Executive - Senior Management Structure (Pages 1 - 2)
- (b) Motion Referred to Executive - Blacklisting of Employees (Pages 3 - 4)

## AGENDA - PART II - Nil

*Note: In accordance with the Local Government (Access to Information) Act 1985, the following agenda items have been admitted late to the agenda by virtue of the special circumstances and urgency detailed below:-*

<u>Agenda item</u>	<u>Special Circumstances/Grounds for Urgency</u>
13(a). Motion referred to Executive – Chief Executive – Senior Management Structure	Due to the proximity of meetings (Council and Cabinet), the reports were not available at the time the agenda for Cabinet was printed and circulated.
13(b). Motion referred to Executive – Blacklisting of Employees	Members are requested to consider these items, as a matter of urgency, to meet with the requirements set out in the Constitution (Council Procedure Rules) that the Motions shall stand referred to the next meeting of the Executive.

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**TO: CABINET - 21 November 2013**

**FROM: COUNCIL – 14 November 2013**

**MOTION REFERRED TO EXECUTIVE – Chief Executive – Senior Management Structure**

1. At the meeting of Council held on 14 November 2013, and in accordance with the provisions of Rule 14.6, a Motion falling within the remit of the Executive was referred by the Council to the next meeting of the Executive as follows:

“This Council notes:

- Harrow Council is facing significant financial challenges to its budget, with the council having to find £75 million so far to make up for this shortfall.
- That in February 2013 Council had agreed a 2 year balanced budget for 2013/14 and 2014/15.
- In May 2013 the Public Accounts Committee concluded that government did not properly understand the overall impact on local services that resulted from its funding reductions. It said that the government’s modelling was inadequate and must be improved in time for the next spending round.
- The announcement by Government in the summer that local government funding will be further reduced - creating a further £60 million gap in Harrow Councils budget - clearly shows that the Government has not listened.
- That Harrow Council consults in accordance with agreed processes including the Council’s Protocol for Managing Organisational Change (PMOC).
- That to meet the financial challenges the Chief Executive launched a wide ranging consultation in October 2011 for a Senior Management Structure with the primary aim to reduce the number of senior manager from 30 to 20 and a resultant cost saving of circa £1 million.
- That an information report was submitted to Cabinet on the 21<sup>st</sup> October 2011 explaining the rationale behind the proposals, as the Council moved forward in its journey towards achieving its Vision and Priorities in a challenging economic climate.
- As part of the open and transparent consultation process, in 2011 meetings had been held with the; Political Parties, Scrutiny, the Corporate Strategy Board, the Corporate Leadership Group, the Trade Unions and the Council’s Partners where a number of positive and constructive comments were contributed to the proposals.

- As part of the Terms & Conditions agreement there was a basic pay reduction of 2.5% to Chief Executive and Corporate Director grades from 1<sup>st</sup> January 2013.

This Council believes:

- A lack of robust and meaningful consultation when making council decisions is disrespectful to others, and runs contrary to the CREATE values published in 2008.
- That the council must enter into meaningful consultations without assuming an outcome.
- To reach an informed judgment, key decisions must be made in an open and transparent way and not by submissions to blogs or via press releases.
- That rushing key decisions will damage the reputation of the Council.
- That the recent proposed changes for the Chief Executive role means more than a superficial change of title; it brings changes to organisational relationships and personal accountability.
- That during these uncertain financial times it is important to have experienced people in the senior roles to deliver objectives, strategies, policies and programs for Harrow Council, whilst at the same time providing overall direction and management to the organisation.

This Council resolves:

- To cease any changes to the Chief Executive or Strategic Management of the Council until after the Council elections in 2014. By then the financial settlement for the council and any changes for Local Government responsibilities will be known, which will allow Council to make informed decisions based on facts and substantive evidence.”

## **FOR CONSIDERATION**

### Background documents:

1. Motion submitted to the Council meeting – 14 November 2013.

### **Contact:**

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**TO: CABINET - 21 November 2013**

**FROM: COUNCIL – 14 November 2013**

**MOTION REFERRED TO EXECUTIVE – Blacklisting of Employees**

1. At the meeting of Council held on 14 November 2013, and in accordance with the provisions of Rule 14.6, a Motion falling within the remit of the Executive was referred by the Council to the next meeting of the Executive as follows:

“This Council notes:

- The GMB and UNITE campaign to highlight the 3,214 workers blacklisted by construction firms and calls for all of those affected to be given an unreserved apology and compensation by the firms.
- That in 2009 the Information Commissioners Office (ICO) seized a database of 3,214 construction workers used by 44 companies to vet new recruits and keep out of employment trade union and health and safety activists.
- That Balfour Beatty, Carillion, Costain, Kier, Laing O’Rourke, Sir Robert McAlpine, Skanska UK and VINCI PLC have all apologised for their involvement with the blacklist and the impact that its database may have had on any individual construction worker.
- That these companies, many who have previously held contracts with Harrow Council, have joined together to establish The Construction Workers Compensation Scheme. The scheme is intended to make it as simple as possible for any worker with a legitimate claim to access compensation.

This Council believes:

- Blacklisting is an unacceptable practice which cannot be condoned.
- That all of the construction firms that engaged in blacklisting should apologise to those who have been affected and denied jobs as a result of the list.
- That the Information Commissioners' Office should inform all those who feature on the blacklist.

This Council resolves:

- To support the GMB and UNITE campaign against the blacklisting of construction workers.
- That the Chief Executive seeks formal assurances from firms with whom the Council has a contract with that they are no longer involved in any sort of blacklisting and that they be asked to join the Construction Workers

## Compensation Scheme.

- To assist where possible in identifying workers and their families who were, or are, residents in Harrow and may have been blacklisted, and supporting them in seeking a remedy through the Construction Workers Compensation Scheme
- To call on the Council to make it clear to all construction companies bidding for Council contracts that any unlawful blacklisting of workers will not be tolerated
- That any further construction contracts signed by the Council will include a new and agreed code of practice covering how they employ people alongside their plans to ensure the industry is cleansed of those so-called "professionals" who ran the blacklist.
- To request the Chief Executive to provide a report to the next Full Council meeting regarding progress on this matter.”

## **FOR CONSIDERATION**

### Background documents:

1. Motion submitted to the Council meeting – 14 November 2013.

### **Contact:**

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