

# **MINUTES OF HARINGEY COUNCIL AND EMPLOYEE JOINT CONSULTATIVE COMMITTEE – 16 JANUARY 2006**

Employer's Side: Councillors: \*Rice (Deputy Chair), \*Diakides, Floyd, \*Hillman, \*Hoban Meehan, Sulaiman and Wynne.

Employees' Side: \*Cindy Westcarr (Chair), \*John Snelling (Employee Side Secretary), \*Karen Duberry, Cyril Andrews (TGWU/ACTSS), Pat Forward, Frank Brown (UCATT), \*Steve Coles, \*Sean Fox, \*Sue Garnett, \*Patrick Quinn (GMB) and \*Chris Taylor, Gerard McGrath, Tony Brockman (Soulbury)  
(Representatives are UNISON, unless otherwise stated).

\*[Members present]

## **1. APOLOGIES FOR ABSENCE:**

Apologies were received from Cllr Sulaiman for absence and Cllr Meehan for lateness and possible non-attendance.

Apologies were received from Frank Browne and Cyril Andrews.

## **2. DECLARATIONS OF INTEREST:**

Cllr Hillman declared that he was a member of the NUT.

## **3. MINUTES and MATTERS ARISING:**

### **RESOLVED:**

That the minutes of the meeting held on 17 October, be confirmed and signed subject to the correction that the apologies for absence of Karen Duberry be noted.

### **MATTERS ARISING:**

Regarding the Equal Pay and Conditions review, the Employee Side stated that, during the meetings between the trades unions and the Director of Finance, the Director of Finance had stated that the pay bill could not rise as a result of the review. The Employee Side informed Members that this was not what they had understood when the process started. They said such a position was unacceptable to them.

The Head of Personnel, Stuart Young, informed the Committee that there was no separate budget heading for equal pay. However, he stated it was not the case that all winners would have to gain at the expense of losers. The budgets for departments had built-in assumptions for efficiency savings and these savings could be used to pay any extra pay owing to those who have been upgraded as a result of the review.

Mr. Young informed the Committee that Haringey had a project plan for undertaking the Equal Pay Review. The package would be identified by March or April of 2006 and it would be implemented by April 2007.

Regarding the issue of ex-CSS staff, the Employee Side expressed satisfaction that the pay rise and backdated pay had been resolved. However, they were concerned that they had not been informed beforehand when this was going to happen.

The Employee Side expressed concern about overtime rates in the Elders' Section of Social Services. This matter was under discussion with management at the departmental level.

Regarding the issue of the status of staff who would be working for the ALMO, the Employee Side expressed the wish for further meetings with relevant Members and managers. They also asked for the issue to be raised with the ODPM as it would be an issue of concern for workers throughout the country who would be being moved to ALMOs. The Employee Side stated that David Lammey MP had written a letter to the Council touching on issues relating to staff terms and conditions in the ALMO.

Regarding pensions, the Employee Side requested that they be informed as to what the Council's official policy was on the pensions proposals. Mr. Young stated that the Council did not have a policy on this as the matter had not gone to Pensions Panel. He assured trades unions that they would be informed when a decision had been made by Members.

Regarding the policy on violence at work, the Employee Side expressed concern as to lack of publicity for the Council's "zero tolerance" policy on violence against staff. Mr. Young showed a copy of the posters that were being displayed to attendees. He informed the Committee that he would liaise with the Communications Section to draft a press release on the issue.

Regarding the access to new starters, the Employee Side Secretary, Mr. John Snelling, informed the Committee that the practice was working well.

#### **4. URGENT BUSINESS:**

Mr. Snelling requested that the scheduling of future meetings of the Committee be discussed as urgent business.

The Chair agreed to the request and stated that the matter would be discussed at Agenda Item 10.

#### **5. PROGRESS ON PERSONNEL POLICY PROJECT PROGRAMME:**

The Head of Personnel, Mr. Young, outlined the progress of the personnel policy project.

The Employee Side expressed concern that they had not been consulted on the change to the Email/Internet use policy. With regard to the work placements, the trades unions made a request for a meeting on the issue. Mr. Young agreed to meet them on a future date.

The Chair requested clarification as to what action the Council's Personnel Section were undertaking on equalities issues, especially in light of the forthcoming age discrimination legislation coming into effect.

#### **6. REDEPLOYMENT OF STAFF WHO ARE MADE REDUNDANT BY THE ALMO TO COUNCIL POSITIONS:**

On behalf of the Employee side, Sean Fox and John Snelling enquired as to whether employees who were made redundant by the ALMO could be redeployed to other jobs in

the Council, subject to normal conditions such as vacancies being available and the person having the requisite skills. They mentioned that Islington and Newham had come to an arrangement such as this.

Cllr Diakides, on behalf of the Employer's Side, stated that he would investigate the feasibility of such a policy. The only proviso would be that such a policy have to be compatible with the arms-length nature of the ALMO.

Mr. Young agreed that he would have meetings with Mr. Fox on this topic and explore the precedents from other boroughs.

## **7. POSITION OF STAFF WHO WILL BE MANAGED BY THE TENANTS' MANAGEMENT ORGANISATION (TMO) ON BROADWATER FARM:**

The Employee Side was concerned about the TMO on Broadwater Farm. Certain members of the Management Committee had made statements to the effect that certain staff would lose their job when they assumed responsibility for the Estate. This had caused concern and distress to trades union members working in the Housing Service.

Cllr Diakides informed the Committee that another ballot would take place and the ODPM would have to approve the transfer before power could pass to the TMO's Board. At the moment, the Board was only a Shadow Board and had no powers. One of the tests the ODPM would apply before approving the TMO was a competency test.

The trades unions asked that staff be properly briefed as to their rights under TMO control as soon as possible. Cllr Diakides stated he would mention this request to the Director of Housing.

## **8. RELATIONSHIP BETWEEN THE TMO AND THE ALMO:**

The Employee Side enquired about the relationship between the TMO and the ALMO. He asked whether staff would be employed by the Council, the ALMO or the TMO.

Cllr Diakides informed the Committee that the details had not yet been finalised. He stated he would ask the relevant housing senior managers to talk to housing convenors about this.

The Chair stated that there had not been communication between the relevant Housing Assistant Director and the unions. Union convenors had not been invited to any meetings about the TMO. She was concerned about this.

## **9. VIOLENCE AT WORK:**

The Employee Side stated that they were pleased that the violence at work posters were starting to go up at Customer Service sites. They reiterated the view expressed earlier in the meeting that greater effort be made to advertise this policy to the general public.

## **10. NEW ITEMS OF URGENT BUSINESS:**

The matter of urgent business raised earlier, at Item 4, had been the scheduling of meetings. Mr. Snelling was concerned that the meeting had coincided with other meetings

that Members had to attend. Furthermore, the next scheduled meeting, on 14<sup>th</sup> March, would clash with a meeting of the Executive.

**RESOLVED:**

That officers investigate the possibility of re-scheduling the next meeting of the Council & Employees JCC on 14 March to a mutually convenient date.

The meeting ended at 20:45

**Cindy Westcarr**  
**CHAIR**