

Appendix 4

Shared Economic Development Service Consultation

Informal consultation discussions took place at Economic Regeneration team meetings in January, February and March 2011.

A formal consultation commenced on 4 April 2011 and ran until 6 May 2011 and included a formal consultation meeting on 11 April 2011.

Responses were received from Unison, a collaborative staff response and 2 individual responses relating to the work roles of programme management staff and suggestions for a new post within the delivery team.

The main issues raised were around consultations across two boroughs, recruitment to the new service, location, management, possible redundancies, employment rights, funding of the shared service, the future and make up of the delivery team (funding), governance and accountability of the new service.

The management responses are:

Consultations

Both boroughs operate similar policies on reorganisation/restructuring and redeployment and although it was preferred that the consultation in the two boroughs ran simultaneously with both completing in early May. Both boroughs are in agreement to the proposals going forward as an interim measure pending work currently in progress with regards to finalising a Memorandum of Understanding to establish an agreed approach between the two London Boroughs.

Recruitment

Recruitment to the shared service will be in line with Haringey's and LBWF recruitment processes under restructuring policy and a range of support is available to staff through the Haringey Supporting Change programme to support staff in preparing for interviews etc. Recruitment panels will include staff from both boroughs for the shared service but where there are posts dealing with delivery in Haringey panels will comprise solely Haringey staff. Alternative ring fence proposals were submitted regarding posts on the delivery side which will be fully considered when decisions are made about the future of local delivery. Previous open ring fences have now been changed to closed ring fences with the exception of the Economic Development Officer (Contracts & Monitoring) which remains an open ring fence. The job descriptions for respective roles for both boroughs are generic and aligned to reflect the respective grades according to the Borough pay grading structure. It is planned to have the shared service in place by August 2011 with recruitment undertaken in July – normal periods of notice and redeployment will be adhered to for affected staff.

Location

Staff will continue to work from their current locations and attend relevant meetings in the two boroughs. Staff will also be able to work flexibly in both boroughs. Currently staff attend out of borough meetings and this will not change in the shared service.

Management

As this is a new service covering two boroughs there is a need for 2 management posts reflecting the equal role for each authority and the importance of sharing the management responsibilities on strategic and operational areas.

Redundancies/Redeployment

As with other reviews/restructures full council policies apply including the option to apply for voluntary redundancy which would be considered on a case by case basis. Council policy on displacement of staff and redeployment will be fully followed. Costs of redundancies will be borne by the relevant employing authority of any staff displaced. There are currently no part-time staff employed in Economic Regeneration. Current flexible working arrangements will be honoured under the shared service.

Employment Rights

On employment staff currently employed by Haringey will continue to be employed by Haringey if and when appointed to the shared service, disciplinary and grievances will be dealt with by and under a staff member's employing authority. This will be an interim arrangement until the shared service model is established and long term agreements and arrangements on accountability and governance are established. There will also be considerations for secondment opportunities between both boroughs.

Funding

The shared service will be funded by both Haringey and Waltham Forest Councils on an equal 50/50 basis sharing full costs. The length of the agreement between both boroughs, and notice for opting out agreements is currently under review and further consideration.

Delivery Team

The Council are reviewing its approach to tackling worklessness and the future of any programme(s) and staff involved in delivery will be determined following that review. It is likely that this will be accommodated in a future Phase 2 of this reorganisation

Governance and Accountability

Work is ongoing on establishing the shared service model including governance and accountability. This will include agreements on reviews of shared services. Staff in the respective economic development services are and will continue to be employed by the Authority which employed them prior to the (partnership agreement) and are ultimately accountable to their respective Head of Paid service. To the extent that staff make decisions on

behalf or for one or the other of the authorities, they do so on the basis of specific or general delegated authority from the relevant Authority.