

Decisions of the General Functions Committee

2 December 2015

Members Present:-

Councillor Joan Scannell (Chairman)
Councillor Wendy Prentice (Vice-Chairman)

Councillor Richard Cornelius Councillor Barry Rawlings
Councillor Kathy Levine Councillor Daniel Thomas
Councillor Charlie O-Macauley

1. MINUTES

RESOLVED that the minutes of the meeting held on 11 November 2015 be agreed as a correct record and signed by the Chairman.

2. ABSENCE OF MEMBERS

None

3. DISCLOSABLE PECUNIARY INTERESTS AND NON PECUNIARY INTERESTS

None

4. REPORT OF THE MONITORING OFFICER (IF ANY)

None

5. PUBLIC QUESTION AND COMMENTS (IF ANY)

None

6. MEMBERS ITEM (IF ANY)

None

7. STAFFING RE-ORGANISATIONS 2016/17

The Chief Operating Officer presented the report which sought permission to commence consultation (with employees / trade unions) on proposed reductions to the workforce which would potentially result in redundancy, or reorganisation within the Adults and Communities Delivery Unit. The impact of the proposal was explained to the Committee.

The Director of Human Resources and the Adults and Communities Director, together with the Community and Well-being Assistant Director were in attendance to answer the Committee's questions.

The Committee discussed the medium term financial strategy, together with the revenue budget proposals plan in light of the recent comprehensive spending review (Government's Autumn 2015 Statement). Officers explained that owing to the existing

significant budget pressure within the directorate, the variance from the forecasted figures was not expected to be such as to negate the underlying reasons for the proposed reorganisation of staff.

The Committee highlighted the importance of the prevention work undertaken by the Prevention and Well-being team and questioned whether mainstreaming the work of the service would marginalise its effectiveness. Officers advised that mainstreaming the team's activity would incorporate its value to frontline practice and was part of the next stage of service implementation. Officers further explained how the operation of a new assessment hub model, together with a drive to increase the skills mix across the service and the efficiencies created through use of a new IT system would help to mitigate reductions in the establishment.

The Committee noted that, if agreed, the consultation would begin imminently and its findings would be reported to a future meeting.

The Chairman moved a motion to agree recommendations 1 to 3 set out in the report, which was duly seconded. Voting was recorded as follows:

- Votes cast in favour of the motion: 4
- Votes cast against the motion: 3
- Abstentions: 0

The motion was carried.

RESOLVED that the General Functions Committee:

- 1. Agrees the impact on performance, staff and equalities as set out in section 5 of the report.**
- 2. Agrees that the Director for Human Resources commence consultation with employees and trade unions in accordance with the requirements for statutory consultation and collective bargaining where there are changes proposed to terms and conditions potential impacts on individual roles or groups of staff.**
- 3. Requests the Chief Operating Officer, together with the Director of Human Resources, to report back to the Committee at the conclusion of consultation and prior to implementation of the proposed restructure and/or changes to terms and conditions of employment.**

8. RECRUITMENT OF A COMMERCIAL DIRECTOR

The Chief Operating Officer presented the report which sought approval for a market factor supplement to be applied to the post of Commercial Director.

The Chairman moved a motion to agree recommendation 1 set out in the report, which was duly seconded. Voting was recorded as follows:

- Votes cast in favour of the motion: 4
- Votes cast against the motion: 0
- Abstentions: 3

The motion was carried.

RESOLVED that the General Functions Committee agree a market factor supplement of £17k for the role of Commercial Director.

9. NOMINATIONS TO VACANCIES ON SCHOOL GOVERNING BODIES

The Committee received a report in the name of the Head of Governance. The report asked the Committee to nominate representatives to local authority governor vacancies on the school governing bodies listed in Appendix A to the report.

Nominations were circulated in respect of three schools. The nominations were uncontested.

One nomination was withdrawn at the meeting.

RESOLVED that:

- 1. The following representatives be nominated to vacancies on school governing bodies:**

School	Representative
Sacks Morasha Free School	Irene Mansfield
Oaklodge School	Stuart George

- 2. Nominations to the following vacancies on school governing bodies be deferred:**

School
Brookland Junior and Infant School
Dollis Junior School
St Joseph's Catholic Primary School
St Paul's CE School (NW7)

10. WORK PROGRAMME

The Committee received a report in the name of the Head of Governance. The report asked the Committee to consider and comment on the work programme included as Appendix A to the report.

The Committee was advised of a request to move its next meeting from 18 January 2016 to the week commencing 22 February 2016 to facilitate consideration of the findings from consultations in respect of the Unified Reward project as well as the proposed Adults and Communities restructure.

It was noted that a decision on the proposed change of date would be made by the Chairman (in accordance with the Constitution) by seeking and gaining the agreement of a majority of Members of the Committee. Accordingly, the Committee was advised that Members would be asked for their availability in due course.

RESOLVED that the **General Functions Committee** agree the work programme 2015-16.

11. ANY ITEM(S) THAT HE CHAIRMAN DECIDES IS URGENT

None

The meeting finished at 7.29 pm