



THE LONDON BOROUGH  
www.bromley.gov.uk

BROMLEY CIVIC CENTRE, STOCKWELL CLOSE, BROMLEY BRI 3UH

TELEPHONE: 020 8464 3333

CONTACT: Steve Wood  
[stephen.wood@bromley.gov.uk](mailto:stephen.wood@bromley.gov.uk)

DIRECT LINE: 020 8313 4316

FAX: 020 8290 0608

DATE: 11 April 2019

To: Members of the  
**LOCAL JOINT CONSULTATIVE COMMITTEE**

Employer's Side

Councillor Russell Mellor (Chairman)  
Councillor Nicholas Bennett J.P.  
Councillor David Cartwright QFSM  
Councillor Simon Fawthrop  
Councillor Josh King  
Councillor Kate Lymer  
Councillor Colin Smith  
Councillor Pauline Tunnicliffe  
Councillor Michael Turner

Staff Side and Departmental Representatives

Gill Slater (Vice Chairman)  
Alice Atabong, Education, Care and Health Services (Housing)  
Duncan Bridgewater, Chief Executives (Customer Services)  
Thomas Carver, CEX  
Ing Freeburne, Education, Care and Health Services (Adult Social Care)  
Stuart Henderson, Chief Executive (Registrars)  
Melody Makumbe, Education, Care and Health Services (Adult Social Care)  
Billy McIver, Education, Care and Health Services (Adult Social Care)  
Nicola Musto, Environment and Community Services (Area Management)  
Gill Slater, Vice Chairman  
Matthew Smallwood-Conway, Environment and Community Services (Leisure and Culture)  
Adesina Suleiman, Education, Care and Health Services (Assessment and Care Management)  
Kirsty Wilkinson, Education, Care and Health Services (SEN & Disability Service)

A meeting of the Local Joint Consultative Committee will be held at Bromley Civic Centre on **WEDNESDAY 24 APRIL 2019 AT 6.30 PM**

Rooms have been reserved for Members and the Staff Side to meet separately at 6pm before the meeting commences at 6.30pm. The Director of Human Resources will be available from 6.00pm to brief Members.

MARK BOWEN  
Director of Corporate Services

**A G E N D A**

**1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

**2 DECLARATIONS OF INTEREST**

To record any declarations of interest from Members present.

**3 MINUTES FROM THE PREVIOUS MEETING OF LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 9TH JANUARY 2019 (Pages 5 - 8)**

**4 REVIEW OF THE LJCC CONSTITUTION (Pages 9 - 20)**

**5 PROVISION OF SERVICES UNDER THE TRANSFORMATION PROGRAMME**

The Staff Side would like to ask the following question:

In house staff experience significant additional workload resulting from the outsourcing of services; this can impact on their ability to carry out their functions and their mental health. As the Council moves towards its programme of Transformation, will the externalised costs of outsourcing be fully factored into decisions about how transformed services are provided?

**6 PAY SETTLEMENTS AND THE LONDON LIVING WAGE**

The Staff Side would like to ask the following question:

The LJCC is asked to recommend that the Council consider the Council's leadership role. and assess the impact on staff and the local economy of sub London Living Wage pay settlements for staff (in house and contracted) who provide Council services and reside or shop in the Borough.

**7 REVIEW OF DISCIPLINARY PROCEDURES AND UPDATE REGARDING THE ACAS WELLBEING SURVEY**

The Staff Side are seeking updates on the following issues:

1- Review of Disciplinary Procedures

2- Time table and Union involvement in the ACAS Wellbeing Survey

The Staff Side express the view that the delay in addressing these issues is resulting in ongoing stress and mental health issues for staff.

## **8 DATE OF NEXT MEETING**

The Committee is requested to note that the next meeting will be held on Wednesday 12<sup>th</sup> June 2019.