

GENERAL PURPOSES & LICENSING COMMITTEE

19th September 2019

(1) From Gill Slater (Unite Steward) to the Chairman of General Purposes and Licensing Committee

Whilst the LJCC is a Public meeting (para 3.16 e), this does not enable external staff representatives to contribute to LJCC discussions as currently (Regulation 8). In line with the proposed Transformation Programme's 'cultural change' to ensure '*effective communication and engagement takes place to ensure broad ownership and understanding of the activities*', will Councillors please reconsider deletion of Regulation 8?

Reply:

I note the question but this is covered in the report on the LJCC on the Committee's agenda tonight.

This is sent in response to your question as to whether the Council will engage with staff and their representatives as part of the Transformation programme.

As you will be aware, Ms Emete Ogbomo was appointed as the Council's Transformation Programme Manager on 12 August 2019. Ms Ogbomo's role is to lead on culture change and to review the Council's key policies. I can report that a co-ordinated and comprehensive approach to staff and departmental reps engagement has begun in earnest and the pace gaining momentum.

On 30 July Ms Ogbomo, met with trade union representatives (a meeting I understand you were present at to inform of her role.) I am informed that the meeting was very positive and engaging from which she took away a number of key points (amongst other things) relating to engaging staff prior to the roll out of the new IT KIT, staff well-being and for due consideration to be given of the expectations on Managers/ Chief officers in relation to the conduct of disciplinary hearings.

On 20 August, Ms Ogbomo attended the Dep Reps pre meeting who were also informed of her role as leading on Culture change and information brought to them about the new Smart Working Policy and campaign "Smile you can now work agile" which was well received and resulted in an invitation to attend the team meeting for the Coordination and Review Team to speak to staff.

On 3 September, Ms Ogbomo attended the Dep Rep forum and outlined her role and planned activities to engage with staff, training/mentoring for managers, proposed campaigns and the staff conference scheduled for 19 and 21 November.

On 5 September Ms Ogbomo attended the Managers briefing held in the Council Chamber at which her role was detailed with a call to engage with management and their teams. This resulted in several further invitations from Team Leaders to attend their next team meetings to engage with staff on the Transforming Bromley Programme (TBP) and to generate interest and enthusiasm over the up and coming staff conference "This time it's for REAL".

On 10 September Ms Ogbomo attended the Co-ordination and Review Team meeting at the Walnuts, Orpington. Her attendance was well received by Tony King and the team and included an open discussion and questions about the new Smart working policy and agile working as well as information brought to them about the benefits to staff under the TP.

Ms Ogbomo also has the following planned visits to team meetings to engage with staff;

1. 18 September - Swapag
2. 23 September - Housing, Planning and Regeneration
3. 9 October - Complex Care Team meeting (Mandy Henry)
4. 15 October - Dep Reps meeting
5. 22 October - PHAB (Public health)
6. 31 October - Lunch and Learn Let's talk about it

I am further advised of the Lunch and Learn session "Let's Talk About it" on 31 October to look at the Disciplinary Policy and Procedure which is envisaged will be very productive.

Frequently asked questions about Agile working are also now available to staff and will be in the Transforming Bromley Newsletter on 30 September. This is a two page flyer which is also being distributed at the team meetings being attended.

In addition to the above there are planned facilitated staff "Call it out" sessions/focus groups on matters/issues which need to be discussed with resolutions for the way forward.

19 & 21 November- Staff Conference "This Time it's for REAL"- Direction of travel on TBP by Chief Executive and speaker on culture change amongst other things as well as refreshments.

(2) From Gill Slater (Unite Steward) to the Chairman of General Purposes and Licensing Committee

Quoracy has only once been a TU issue. The LJCC minutes (Item 4 paragraph 16 below) set out the concerns of Dep Reps, who abstained from voting, regarding the respective roles of the TU and Dep Reps at the LJCC. Will Members reconsider the amendment to Regulation 2 whereby matters eg the London Living Wage / disciplinary procedures, could be considered at the LJCC without TU input?

Item 4 para 16 -

"A Departmental Representative commented that he accepted that there was a problem with Departmental Representatives attending the LJCC. He explained that this was because in many cases the Departmental Representatives felt that the matters discussed at the LJCC were better placed for the trade union to respond to. They felt that often they had little to contribute to the matters being discussed."

Reply:

I note the question but this is covered in the report on the LJCC on the Committee's agenda tonight.