



*Richmond upon Thames Branch*

**Branch Committee Meeting**  
**Thursday 26 May 2016 12-1pm**  
**The Salon, York House**

**Present: John Holroyd (Branch Secretary); Joanna McCoulough (Chair); Mike Potts (Treasurer); Dave Hodgson (Libraries); Don Rainbow (LGBT); Herb Simms (Black Members); Sally Tsoukaris (Regional Officer); Ezequiel Kramer (Area Organiser) Maggie Fordham (Minutes)**

**1) Minutes from last meeting (AGM)**

Minutes read and approved

**2) Ratification of Officers (AGM inquorate) JH**

The nominees were read out:

John Holroyd: Branch Secretary

Joanna McCoulough: Chair and Women's Officer

Mike Potts: Treasurer and Vice Chair

Don Rainbow: LGBT

Ernie Hunt: Retired members

Herb Simms: Black members

Balinder Johal: H&S

David Hodgson: Libraries

**Ratification unanimous**

**3) AfC (Achieving for Children) JMcC**

Company undergoing re-organisation; 600 staff consulted. Proposed 'hub and cluster model' with 3 places of work. No redundancies but some changes to upper management posts. Social care, 1 worker to be maintained. 2 meetings held with HR and upper management; secured extra facility time for duration of consultation, could be 1 and a half years; **7.2 hours agreed.**

**DR** suggested requesting the extra facility time beyond consultation.

**4) Mike Potts expenses/honorarium JH**

Mike claims £20 per day expenses but audit found this inappropriate and we should move to honorarium.

**ST** said this can only be approved by Finance Committee at region.

**MP** claiming on average £40pw, could move to quarterly in arrears.

**DR** explained that if paid in lump sums like this, could be subject to tax whereas paying £40pw expenses would not.

**JMcC** Honorarium needs looking at

**MP** said that moderate Honorarium was paid to officers in the past to cover expenses.

**ST** confirmed there is a tax problem with Honorarium and the matter should have been raised at recent AGM

**DR** suggested emailing members for approval?

**MP** said this raises difficulties for him as in his tax return it has to be declared as income

**DR** asked if we need to show how much we are offering

**TS will seek advice**

**Raise this issue at next Committee Meeting on 30 June**

**5) Regional Pool Bid JH**

Committee meetings inquorate for the past few months so Regional Pool bid claim was not brought before cttee. Greta Farian supported our claim. Application made for £8000 to pay MF additional day, branch to contribute £2000. Need for extra day to support JH whilst SSA consultation continues and to press on with work in schools. The Regional Pool Panel agreed to award. MF asked to leave room whilst cttee made decision. Unanimous agreement in support of bid and to extend MF's employment to F/T

**6) SSA Update JH**

Ballot papers went out to all those affected ie direct employees of LBR. Was a complicated exercise but went OK with only 1 complaint. JH sent letter with ballot paper urging members to vote for acceptance; 93% voted in favour to accept and the document is ready to sign off. Regular Tuesday meetings continue to discuss policies – drug and alcohol; dress code; disciplinaries etc.

Mechanics of getting people together to discuss JDs and new posts an issue; alarmed by statistics showing downgrading; ring fencing an issue – job matching with selection. Letters will be going out re risk of redundancy. Further consultation period in relation to ring fencing, comments to be received by 8 June. Once received, 2 Assistant Directors and HR will look at them.

**JH** spoke at Gillian Norton's All Staff Briefing – articulated issues of morale and job evaluation. **MP** skilled in job evaluation matters but we do not have resources to deal with this.

**ST** Job evaluations are collective issues for teams or individuals who can have 121 meetings with reps.

**DH** in libraries, job profiles need to precede ring fencing and grading. A number of posts where JD remains the same but grade gone down. Many discrepancies, 10, 11 on SO1 reduced down to 7 staff. Management have cut and paste, replaced 'lead' with 'supervise' so reduced to scale 6 then 5. Two library assistants were scale 4, now reduced to 2/3. **DH** challenged this at meeting – no response to his lengthy email, can appeal on 8 June.

**ST** commented that this is a pattern, other teams have experienced similar eg top of PO2 gone down, will apply to new staff. This is endemic not a few mistakes. Confusion over pay scales; new pay scales appear to imply a reduction at the top of PO2, clarity has been sought, IS has made it clear that those currently employed on a PO2 scale, whether at the top of the scale or lower down will not be affected.

**JMC** need to clarify pay scales in Wandsworth and Richmond.

**DH** in libraries 20% drop for some staff. Scale 6 might be protected, but staff cannot be expected to accept post 2 grades below current; redundancy would be appropriate here.

**MP** reported that tweaking the JDs by replacing 'lead' with 'supervise' is not enough to reduce grade. Management and supervision may be an element in job evaluation but not in the scheme.

**ST** there is always some room for manoeuvre, consequence of tight time scale, everything **rushed through**.

**DH** single status few years ago found many errors.

**JMC left; MP Vice Chair took over.**

**DR** asked about the dress code

**JH** Wandsworth has one, LBR does not.

**DR** Customer facing staff do.

**JH** To date LBR has had no issues around dress code, Wands had a case where a customer facing member of staff wore a full Burkha, no details

**DR** said that this is a discriminatory practice; transgender members may be affected.

**7) AOB**

**DR** staff morale very low, perhaps a social event is needed

**MP** we have had summer barbeques in the past but very poorly attended

**DR** suggested a joint event with Wands Unison

**MP** we have better facilities here

**DR** them and us barriers could be broken down

**ST** suggested approaching Branch Secretary from Wands; if they agree, arrange a sub- cttee from both boroughs for a 50/50 joint event

**DR** each borough to put money in

**MP** senior managers may be invited; IS would offer his services?

**ST** met with Elaine Ward, Branch Secretary for Wands and Katherine Parsons to discuss future of JCCs . The two separate branches will in future have to negotiate jointly; ST & JH to discuss same with IS.

**JH** Future of Staff-side still to be resolved.

Meeting ended 1.06

Next meeting June 30; 12-2pm Salon