

Team Managers Engagement Meeting Notes 18/10/18

Attendees:

Marina Kitchen, Hollie Hutchings, Lorraine Jaeger, Nansi Ellis, Jennifer Noteman, Jenny Bevan (note taker)

Marina gave members a review of the conversations held at the staff engagement meeting the day before. Points included:

- Not being able to park and find a desk causes staff to feel frustrated - such as Hilary Road
- More people could work from home
- Managers are not consistent in how the WFH policy is applied
- Politics of hot desking - "that's my hot desk"
- Why do emails on a Friday? Marina explained there had been discussions between comms. ITT and John about how much information should be shared. Hence, following discussion, more information was approved but sent later in the week. This was not ideal and we would have preferred to send sooner.
- We can deal with it once we know

TM meeting

- There will be service manager reductions - Peter/Sally/Sarah H.
- Reductions and savings are becoming increasingly challenging
- Corporate changes are larger in other areas than in C&F BU
- Property feasibility - across all C&F properties
- Property services are now undergoing transformation themselves
- Staff suggested to meet more regularly - suggested meeting for lunch, coffee etc for an hour, extra meetings to check if people are OK.
- Some people feel 'wobbled'.
- People's understanding of what they read was different
- Dispelling myths built up - on own overthinking it
- Offer opportunity to support each other and as a team
- Youth service used to uncertainty so end up focusing on the YP because cut so many times and working with chaos tend to focus on YP
- Keep praising staff, focus on the good bits
- Brilliant link in with occupational health, good service, Duodiamond
- 'Weird one' with Family Focus because of the changes at management level
- SW and FSW are not at risk during these cuts. Change will bring opportunities to them. Yes it's another change, a big change after we changed in April but some have said in appraisals like to get into DV so we can see what this means for them. Trying to bring in positives.

Shinderpaul Bhangal was a guest attendee

- YP have the right to their records but we haven't thought through how that happens
- Gulf between making decisions and making them happen and making them real
- YP are involved in training FC, SW, language SC uses, recruitment
- Shin gave some examples of where yp telling their story made a difference

- YP attending SLT now
- Advice about [Max](#) cards - for Foster Families, YJS benefit from cards
- Apprentices who live independently given the same wage as those who live in a family? - agreed SLT will pick up difference. SF previously lost an apprentice for that reason
- Accommodation inspections - action plan for changes
- Recruited 2 YA/Apprentices - processes slowing down the progress

Actions:

- Send out to TMs - Duodiamond leaflet
- JJB - ask Rebecca Couch about lessons learnt over last 10 years