

Catering Staff Engagement Day – Feedback

Thursday 23rd February 2017



All catering colleagues were invited to attend a colleague engagement session on Thursday 23rd February 2017 to talk through the Cabinet report. All colleagues were given the opportunity to submit questions and provide feedback on the proposals. Attendance at the sessions was as follows:

	Total Invited	Total Attended
Morning Session	78	36
Afternoon Session	77	19

An additional session has been arranged for Thursday 23rd March for those that were unable to attend on the 23rd February.

Questions

1. What happens if Councils merge?

The Local Government Secretary, Mark Drakeford, has announced Welsh Government's latest vision for local service delivery in Wales, one that will see all 22 local authorities remain in place, but with a much greater emphasis on regional working. These proposals are currently out for consultation and we will keep you updated on the progress.

2. In 2020 minimum wage will be £9.20. Will other wages go up accordingly?

This is something that is currently being explored and further updates will be made available as further information is received.

3. Ask the children their favourite 3 meals. Great session!

Thank you for your comment. A bespoke menu was recently created in Cadoxton School, where a pupil focus group was created. Since the bespoke menu has been implemented there has been an increase of 41 meals per day.

4. Where will the money come from to set the new company up?

The Council would be investing £450,000 into the service over the first 3 years. All costs associated with the setting up of the company have been factored into the financial appraisal.

5. Will the funding from the Council need to be paid back to them in due course?

The funding would be deducted from the savings achieved from operating at full cost recovery. This would result in a delay to the full savings being achieved which would be in 2020/21.

Feedback

All colleagues were provided with an anonymous feedback form to complete at the end of the session so assess how people were feeling about the proposed model. 41 cards were submitted and the responses were as follows:

	Yes	No	Unsure
Was the session useful?	40	1	0
Did it help address any concerns/questions you had?	33	4	3
Do you feel the proposals are right for the future of the service?	29	1	9

Additional comments/questions

- **Just feel that the workshop part was the same as we did last year. I thought we would be talking more about the new business.**

Thank you for your comment. We are currently consulting on the preferred model in order to provide your feedback to Scrutiny and Cabinet. Subject to approval of the recommendations, we will be hoping to run additional sessions in the future on the detail of the company. We will also continue to work with the staff reference group.

- **What (if any) guarantees will there be regarding terms and conditions after TUPE? Will there be any compulsion to work outside of normal school hours/days?**

All employees transferring would be protected under the Transfer of Undertakings (Protections of Employment) Regulations (TUPE). This guarantees that your legal terms and conditions continue in the new organisation. This would include your contracted working hours.

- **Worries that when the company has settled all will change after a year.**

TUPE protects against change/harmonisation for an indefinite period if the sole or principal reason for the change is the transfer.

- **A lot more positive feedback – does not seem so scary**

Thank you for your comment.

- **Pay structure! If Living Wage for KA is same as cooks' wage – How will this be adjusted?**

This is something that is currently being explored and further updates will be made available as further information is received.

- **Good session!**

Thank you for your comment.

- **I would like information about special days/events earlier so that we can increase meal numbers. It's no good when we get the menus the day before.**

It is accepted that theme/promotional days need to be planned in advance ensuring Welsh translation and allergen information is provided as quickly as possible in order that schools are aware of the programme. A month by month theme/promotional day list is currently being compiled to ensure schools are aware what is planned. This will allow ordering stock and advertising to pupils/parents to be a smooth process and not rushed.

- **Nice to be included. It was a good session**

Thank you for your comment.

- **Idea for company name: The Kitchen Station: A Different Menu at Every Stop**

Thank you for your suggestion. Subject to approval of the recommendations by Cabinet, we will be developing a marketing and branding plan for the new company. This will include developing a new name for the service.

- **Will the company have a logo? (competition in schools)**

It is proposed that the company would have a new logo. Subject to approval of the recommendations by Cabinet, we will be developing a marketing and branding plan for the new company.

- **Can we do smoothies?**

In order to provide a smoothie, the dessert of the day would need to be removed from the menu. The fruit and juice contained in the smoothie would take up the calorific value of the nutritionally balanced menus. This option will be something we will explore during the summer period with schools who are happy for pupils to receive a main meal and a smoothie in place of the dessert.

- **Can we not do water every day?**

Water is the most hydrating fluid you can drink. If alternatives were to be offered e.g. squash, milk or a smoothie it would use up calories than cannot be offered in the meal, meaning pupils get less on their plates or as above needs to be a dessert replacement. These options can be discussed with schools who would like to trial alternatives.

- **Locally sourced products please**

Introducing locally sourced products was included as part of the business plan for the local authority trading company model. Subject to approval of the recommendations by Cabinet, we will undertake a review of suppliers used.

- **Sponsorship**

Opportunities to raise income through sponsorship would be explored by the new Business Development Officer.