



Haringey Council

Staffing and Remuneration Committee

MONDAY, 26TH JANUARY, 2015 at 19:00 HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

MEMBERS: Councillors Arthur, Elliott, McShane, Meehan (Chair) and Vanier

AGENDA

1. APOLOGIES FOR ABSENCE

2. URGENT BUSINESS

The Chair will consider the admission of any late items of urgent business. (late items will be considered under the agenda items where they appear). New items which are non-exempt will be dealt with at item 9, and those which are exempt will be dealt with at item 13.

3. DECLARATIONS OF INTERESTS

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct.

4. DEPUTATIONS/PETITIONS/PRESENTATIONS/QUESTIONS

To consider any requests received in accordance with Part 4, Section B, paragraph 29 of the Council's constitution.

5. MINUTES (PAGES 1 - 6)

To confirm the unrestricted minutes of the Staffing and Remuneration Committee held on 20 November 2014(attached), and the special meeting held on 16 December 2014 (TO FOLLOW).

6. HARINGEY ACADEMY - ENTRY SCHEMES AND APPRENTICESHIPS FOR EXISTING STAFF (PAGES 7 - 28)

Report of the Interim Assistant Director Human Resources – To consider proposals for a number of entry level schemes and an apprentice-like offer of qualification training for existing staff, to form part of the Haringey Academy which includes principles and processes for managing Haringey's capability and talent, and will provide clear career paths as well as development opportunities for the skills we need in the future.

7. REPORT ON THE PROCESS FOR MANAGING CONSULTANTS & INTERIMS INTO THE ORGANISATION (PAGES 29 - 38)

Report of the Interim Assistant Director Human Resources – To receive a further update on the position as regards Consultants or Interims contracted across the Council, and details of the introduction of the process for all new contracts effective from 1st January 2015.

8. ANY OTHER BUSINESS THE CHAIR CONSIDERS TO BE URGENT

9. EXCLUSION OF THE PUBLIC AND PRESS

Items 10-13 are likely to be the subject of a motion to exclude the press and public from the meeting as they contains exempt information as defined in Section 100a of the Local Government 1972 – paras 1 & 4 ; namely information relating to an individual, and information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matters arising between the Authority or a Minister of the Crown and employees of, or office-holders under, the Authority.

10. MINUTES (PAGES 39 - 40)

To confirm the exempt minutes of the Staffing and Remuneration Committee held on 20 November 2014(attached), and the special meeting held on 16 December 2014 (TO FOLLOW).

11. MODERN REWARD STRATEGY - PERFORMANCE MANAGEMENT SCHEME FOR CHIEF OFFICERS (PAGES 41 - 86)

Report of the Interim Assistant Director Human Resources

12. ~EXEMPT ACTION OF THE CHIEF EXECUTIVE

TO FOLLOW

13. ANY OTHER EXEMPT ITEMS THE CHAIR CONSIDERS TO BE URGENT

Bernie Ryan
Assistant Director – Corporate Governance and
Monitoring Officer
Level 5
River Park House
225 High Road
Wood Green
London N22 8HQ

Clifford Hart
Democratic Services Manager
Level 5
River Park House
225 High Road
Wood Green
London N22 8HQ

Tel: 02084892920

Email: clifford.hart@haringey.gov.uk

Friday, 16 January 2015