

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

Thursday, 20 October 2022, 7pm – Westbury Room, George Meehan House, 294 High Road, Wood Green, N22 8JZ watch the live meeting [here](#), watch the recording [here](#))

Councillors: Reg Rice (chair), Ibrahim Ali, Anne Stennett (vice-chair), Marsha Isilar-Gosling and Julie Davies

Quorum: three

1. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

To receive any apologies for absence.

3. URGENT BUSINESS

The chair will consider the admission of any late items of urgent business. Late items of urgent business will be considered under the agenda item 16.

4. DECLARATIONS OF INTEREST

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:

- a. Must disclose the interest at the start of the meeting or when the interest becomes apparent; and
- b. 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.

5. DEPUTATIONS/ PETITIONS/ PRESENTATIONS/ QUESTIONS

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

6. MINUTES (PAGES 1 - 16)

The committee are asked to:

- a. Confirm and sign the minutes of the previous Staffing and Remuneration Committee meeting held on 27 June 2022 as a correct record; and
- b. Confirm and sign minutes of previous Special Staffing and Remuneration Committee meetings held on 17 March 2021, 19 April 2021, 13 April 2022, 19 April 2022, 8 September 2022, 22 September 2022, and 29 September 2022. Minutes from 22 September 2022 and 29 September 2022 to follow.

7. HOMES FOR HARINGEY INTEGRATION UPDATE (PAGES 17 - 22)

To note the report.

8. PEOPLE REPORT (PAGES 23 - 28)

To note the report.

9. PAY POLICY (PAGES 29 - 42)

The committee are asked to:

- a. Approve the draft Pay Policy Statement 2023/24, attached at Appendix A;
- b. To authorise the Director for Culture, Strategy and Engagement in consultation with the chair of the committee to make such amendments to the Pay Policy Statement as considered minor; and
- c. That the Committee remits the Pay Policy Statement (as amended if applicable) for endorsement by Full Council on 2 March 2023.

10. SCHOOLS PAY POLICY

To follow.

11. RECRUITMENT POLICY

To follow.

12. HR POLICY UPDATE (PAGES 43 - 80)

To consider and approve each of the following policies, attached at appendices A-D:

- Ill Health Retirement Policy;
- Honorarium, Acting Up and Secondment Policy;
- Sickness Absence Policy; and
- Disability Leave.

13. EXCLUSION OF THE PRESS AND PUBLIC

Items 14-15 are likely to be subject to a motion to exclude the press and public from the meeting as they contain exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); paras 1, 2, 3, namely information relating to an individual, information which is likely to reveal the identity of an individual, information relating to the financial or business affairs of any particular person (including the authority holding that information), and information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

14. EXEMPT MINUTES (PAGES 81 - 86)

To confirm and sign the exempt minutes of the Special Staffing and Remuneration Committee meeting held on 13 April 2022, 19 April 2022, 8 September 2022, 22 September 2022, and 29 September 2022. Minutes from 22 September 2022 and 29 September 2022 to follow.

15. DELEGATED DECISIONS, SIGNIFICANT ACTIONS AND URGENT ACTIONS

To inform the committee of non-executive delegated decisions and significant actions taken by directors (if any).

16. NEW ITEMS OF URGENT BUSINESS

To consider any new items of urgent business admitted by the chair under agenda item 3 above.

17. DATES OF FUTURE MEETING

Monday, 21 February 2022 at 7pm, location to be confirmed.

Jack Booth, Principal Committee Co-ordinator

Tel – 020 8489 4773

Fax – 020 8881 5218

Email: jack.booth@haringey.gov.uk

Fiona Alderman

Head of Legal & Governance (Monitoring Officer)

George Meehan House, 294 High Road, Wood Green, N22 8JZ

Wednesday, 12 October 2022