

## NOTICE OF MEETING

# STAFFING AND REMUNERATION COMMITTEE

**Tuesday, 21st February, 2023, 7.00 pm - George Meehan House, 294 High Road, Wood Green, London, N22 8JZ (watch the live meeting [here](#), watch the recording [here](#))**

**Members:** Councillors Reg Rice (Chair), Anne Stennett (Vice-Chair), Ibrahim Ali, Julie Davies and Marsha Isilar-Gosling.

**Quorum:** 3

### 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 (IF ANY)

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 where they appear. New items of Urgent Business will be dealt with under agenda item 9 below. New items of exempt Urgent Business will be dealt with at agenda item 12 below).

#### **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:

- (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

#### **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)**

To confirm and sign the minutes of the Staffing and Remuneration Committee meeting held on 20 October 2022.

To confirm and sign the minutes of the special Staffing and Remuneration Committee meetings held on 7 November 2022, 9 November 2022, 11 November 2022, and 3 February 2023.

#### **7. PEOPLE REPORT - DECEMBER 2022 (PAGES 17 - 22)**

The People Report is designed to give officers and Members relevant workforce data in an easy to understand format in order to support informed strategic decision making.

#### **8. HR POLICY REVIEW - DISCIPLINARY POLICY, GRIEVANCE POLICY, AND SABBATICAL POLICY (PAGES 23 - 60)**

The report outlines the content of one new HR policy: the Sabbatical Policy, and two revised policies: the Grievance Policy and the Disciplinary Policy.

#### **9. NEW ITEMS OF URGENT BUSINESS**

## **10. EXCLUSION OF THE PRESS AND PUBLIC**

Items 11-12 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); paragraph 1, information relating to an individual.

## **11. EXEMPT MINUTES (PAGES 61 - 74)**

To confirm and sign the exempt minutes of the Staffing and Remuneration Committee meeting held on 20 October 2022.

To confirm and sign the exempt minutes of the special Staffing and Remuneration Committee meetings held on 7 November 2022, 9 November 2022, 11 November 2022, and 3 February 2023.

## **12. ITEMS OF EXEMPT URGENT BUSINESS**

Fiona Rae, Principal Committee Co-ordinator

Tel – 020 8489 3541

Email: [fiona.rae@haringey.gov.uk](mailto:fiona.rae@haringey.gov.uk)

Fiona Alderman

Head of Legal & Governance (Monitoring Officer)

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

Monday, 13 February 2023