

MINUTES OF MEETING GENERAL PURPOSES COMMITTEE HELD ON THURSDAY 6TH JULY 2023, 7:30 – 8:15

PRESENT:

Councillors: Reg Rice (Chair), Charles Adje, Ibrahim Ali and Erdal Dogan,

1. FILMING AT MEETINGS

The Chair referred to the notice of filming at meetings and this information was noted.

2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence were received from Councillors Dawn Barnes and Cressida Johnson.

Councillor Ibrahim Ali was present for Councillor Cressida Johnson.

3. URGENT BUSINESS

There were no items of urgent business.

4. DECLARATIONS OF INTEREST

There were no declarations of interest.

5. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS

There were no deputations / petitions / presentations / questions.

6. HR POLICIES - NEW AND REVISED POLICIES

Dan Paul, Chief People Officer, introduced the report as set in the agenda pack.

Relocation policy:

In response to questions from the Committee it was noted that:

- The policy involved new staff who would relocate from other parts of the country, or from another country.
- There were limits to the distance somebody could relocate to. Relocations needed to be within 35 miles from the Haringey offices in order to be eligible for relocation assistance.
- Only certain roles were eligible for this type of offer.

- This policy was applicable for new appointees. This would not be applied for existing staff working remotely.
- The policy would not apply for school-based employees. However, schools were free to adopt the policy. Following approval, this policy would be shared via the school's forum, and the school could make their own decisions on their own employment policies.

Capability Policy:

In response to questions from the Committee it was noted that:

- Appeals against dismissal would be heard by a member panel, comprising of 2 Labour Members and 1 Liberal Democrat Member, from a pool of trained Members.
- The Dismissal Appeal Panel was for members of staff to appeal against dismissals. The Disciplinary, Grievance and Dismissal Panel was set up to deal with disciplinaries, grievances and dismissals of Deputy Chief Officers and Chief Officers.
- Cllr Adje suggested the following amendments to the policy:
 1. Section 9.5 to be clearer.
 2. Add a subheading for paragraph 21 to make the context clearer and easier to understand.
 3. The Chair should be consulted after the suggested amendments to the policy were made.

Annual leave and time off policy:

In response to questions from the Committee it was noted that:

- Staff could be dismissed while on annual leave.
- The updated policy would be published as this was an enhancement to the existing policy.

RESOLVED

To approve each of the attached policies, and delegates authority to the Chief People Officer to make such amendments as considered minor.

7. PEOPLE REPORT - JUNE 2023

Dan Paul, Chief People Officer, introduced the report as set out.

In response to questions from the Committee it was noted that:

- Recruitment was difficult now and there were jobs that have been hard to recruit into for a long time.
- There were jobs that were becoming harder to recruit to on a permanent basis and the number of agency workers had increased.

- Agency workers were recruited for a variety of reasons including:
 1. Recruited into a role for specific or specialist skills.
 2. To fill temporary gaps.
 3. For projects that were not expected to continue for a long time.
- The numbers in the people report in section 6.1.5, were a mixture of people who were new employees on apprentice contracts, and existing employees who were increasing their skills through undertaking an apprentice levy funded qualification.
- There were a lot of people within the Council taking Apprentice Levy funded courses. There was work in progress with the regeneration team to look at transferring some of the levy to small and medium sized enterprises based in Haringey in order to upscale workforces, so there would also be a benefit to the Council and the wider community.
- Most apprentices moved into jobs either within the Council or elsewhere when their apprenticeship was completed.
- The Committee requested further information on the numbers of Haringey residents and non-residents in apprentice schemes. It was felt that this information could help to improve the programme. Dan Paul advised that a summary of the data would be produced on an annual basis.
- The apprenticeship programme was advertised on the Council's website, the internet and through appropriate local media. This was decided between the manager and the recruitment team. Information on the programme was also available through the job centre.
- Human Resources also worked closely with Haringey Works to source local employees.

RESOLVED

The Report is for information and for the Committee to note.

8. HR POLICY REVIEW - FORWARD PLAN FOR 2023/24

Dan Paul, Chief People Officer, introduced the report as set out.

- In response to questions from the Committee, it was noted that Appendix 2 provided the progress so far.
- It was difficult to move the order of the plan due to work processes and scheduling, as certain items must be taken at certain times of the year. However, where possible, policies would be brought forward in the meeting cycle.

RESOLVED

That the report be noted by the Committee

9. NEW ITEMS OF URGENT BUSINESS

There were no new items of urgent business.

10. DATES OF FUTURE MEETINGS

3 October 2023

11. EXCLUSION OF THE PRESS AND PUBLIC

Not applicable as there were no items of exempt business to discuss.

12. ITEMS OF EXEMPT URGENT BUSINESS

There were no new items of exempt urgent business.

CHAIR: Councillor Reg Rice

Signed by Chair

Date