
Special Remuneration Committee

WEDNESDAY, 23RD JULY, 2008 at 18:00 HRS –CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

MEMBERS: Councillors Adje, Allison, Bull, Gorrie, Griffith (Chair), Meehan, Mughal and Whyte

AGENDA

1. APOLOGIES FOR ABSENCE

2. URGENT BUSINESS

Late items will be considered under the agenda item where they appear. It being a special meeting of the Committee, under Part Four, Section B, Paragraph 17, of the Council's Constitution, no other business shall be considered at the meeting.

3. DECLARATIONS OF INTERESTS

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or when the interest becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member's judgment of the public interest **and** if this interest affects their financial position or the financial position of a person or body as described in paragraph 8 of the Code of Conduct **and/or** if it relates to the determining of any approval, consent, licence, permission or registration in relation to them or any person or body described in paragraph 8 of the Code of Conduct.

4. CHIEF OFFICER/ SENIOR MANAGER JOB EVALUATIONS (PAGES 1 - 2)

Report of the Assistant Chief Executive (People & Organisational Development) To update the Committee about the application of the job evaluation scheme for Chief Officers in this financial year.

5. EXCLUSION OF THE PUBLIC AND PRESS

The following items are likely to be subject of 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; information which is likely to reveal the identity of an individual.

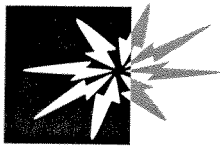
6. PERFORMANCE APPRAISAL FOR CHIEF EXECUTIVE, CHIEF OFFICERS & SENIOR MANAGERS 2007/08 (PAGES 3 - 12)

Report of the Assistant Chief Executive (People & Organisational Development) - To report on the matters raised at the last meeting of the Remuneration Committee and to recommend pay progression in accordance with the performance appraisal scheme.

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15 July 2008



Haringey Council

[No.]

Agenda item:

Remuneration Committee**On 23 July 2008**Report Title: **Chief Officer/ Senior Manager Job Evaluations**Forward Plan reference number (if applicable): **[add reference]**Report of: **Chief Executive**Wards(s) affected: **ALL**Report for: **Key decision****1. Purpose**

To propose changes to the process for applying chief officer job evaluation

2. Recommendations

2.1 The committee is asked to approve the job evaluation process going forward outlined in paragraph 9.

Report Authorised by: **Dr Ita O'Donovan, Chief Executive**

Contact Officer: **Steve Davies, Head of Human Resources 020 8489 3172****3. Chief Finance Officer Comments**

3.1 The Chief Finance officer has no specific comment to make.

4. Head of Legal Services Comments

The Head of Legal Services has been consulted on the content of this report and has no specific comment to make.

5. Local Government (Access to Information) Act 1985

5.1 Job evaluation records were used in the preparation of this report.

6. Financial Implications

6.1 See comments in paragraph 3.

7. Legal Implications

8.1 Legal comments are outlined in para 5.

8. Equalities Implications

8.1 The report has no implications on equalities.

9. Job evaluations process

- 9.1 It is recommended that the current job evaluation process be made more robust and that the Head of Human Resources collect the delegated authority form for new or changed Senior manager graded posts created in the establishment as part of the job evaluation process. The Head of HR will require confirmation that the establishment of SM graded posts has been the subject of consultation with the relevant Cabinet Member(s). Following evaluation the proposed grade will be reported to the Cabinet Member and to the Chair of Remuneration Committee in advance of implementation.
- 9.2 The Head of Human Resources will circulate quarterly reports on evaluations to relevant Cabinet members and all Members of the Remuneration Committee. This analysis will identify trends in the application of the job evaluation scheme.
- 9.3 The proposed process is therefore:
- a) Proposed SM graded job to be agreed with the Director & Cabinet Member for the Service. Delegated authority or a cover sheet to be used to signify acceptance.
 - b) Head of HR to apply Chief Officer job evaluation scheme and recommend grade, and/or commentary.
 - c) Grade to be agreed by Director following consultation with Cabinet Member(s)
 - d) Documentation to be forwarded to relevant Cabinet Member, and Chair of Remuneration Committee for ratification & sign off. Pack to include job description, details of changes, old & new grade.
 - e) Action reported to next meeting of Remuneration Committee.

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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