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## Staffing and Remuneration Committee

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MONDAY, 29TH JUNE, 2015 at 7.00 pm HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

**MEMBERS:** Councillors Amin (Chair), Arthur, Berryman (Vice-Chair), Elliott and Vanier

### AGENDA

#### 1. **FILMING AT MEETINGS**

Please note 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**

#### 3. **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 of unrestricted urgent business will be dealt with at item 15 below, new items of exempt urgent business will be dealt with at item 21 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 - 12)**

To consider and approve the minutes of the meeting of the Staffing and Remuneration Committee held on 26 January 2015, and the minutes of the special meeting of the Committee held on 19 February 2015.

#### **7. FORWARD PLAN (PAGES 13 - 18)**

To approve the Forward Plan, enabling the Committee to be aware of upcoming issues and to have an input in Human Resources activity planning.

#### **8. UPDATE ON IMPLEMENTING THE WORKFORCE PLAN**

Presentation.

#### **9. WORKFORCE HEALTH AND WELL BEING STRATEGY (PAGES 19 - 46)**

To endorse Haringey's Workforce Health and Wellbeing Strategy and to champion workforce health and wellbeing at the senior and strategic level in order to embed the Strategy across the Council and in parallel with the Workforce Plan.

**10. RESTRUCTURE POLICY, REDEPLOYMENT POLICY AND VR PROCEDURE - UPDATED POLICIES (PAGES 47 - 104)**

To seek approval for revised policies on restructure, redeployment and voluntary redundancy.

**11. WORKFORCE PLAN, MTFS AND CORPORATE PLAN - EMPLOYEE IMPLICATIONS (PAGES 105 - 126)**

Report to Committee on the outcome of consultation.

**12. WORKFORCE DATA - JANUARY TO MARCH 2015 (PAGES 127 - 146)**

To present the Committee with data regarding the workforce (included non-employed workers), absence rates and equalities data for the period January to March 2015.

**13. REMOVAL OF THE DESIGNATED INDEPENDENT PERSON REQUIREMENT FOR THE DISMISSAL OF THE HEAD OF PAID SERVICE, THE MONITORING OFFICER AND CHIEF FINANCE OFFICER (PAGES 147 - 150)**

For the Committee to note the legislative changes in relation to the requirements for the dismissal of the Head of Paid Service, the Monitoring Officer and Chief Finance Officer.

**14. DELEGATED DECISIONS, SIGNIFICANT ACTIONS AND URGENT ACTIONS (PAGES 151 - 162)**

Report of the Assistant Director of Corporate Governance and Monitoring Officer to inform the Committee of non-executive delegated decisions and significant actions taken by Directors.

**15. NEW ITEMS OF URGENT BUSINESS**

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

**16. EXCLUSION OF THE PRESS AND PUBLIC**

The following items are likely to be the 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 1972 – paras 1 and 4 ; namely information relating to any individual, and information relating to 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.

**17. EXEMPT MINUTES (PAGES 163 - 172)**

To receive the exempt minutes of the meetings of the Staffing and Remuneration Committee held on 26 January and 19 February 2015, and the minutes of the meeting of the Council and Employee Joint Consultative Committee held on 22 January 2015.

**18. MODERN REWARD STRATEGY UPDATE ON SENIOR MANAGERS PAY AND GRADING REVIEW (PAGES 173 - 174)**

To receive a presentation updating the Committee on the background work being undertaken on the Chief Officers and Senior Managers pay and grading review.

**19. CHIEF OPERATING OFFICER RECRUITMENT AND SELECTION**

Report to follow.

**20. PROPOSED APPOINTMENT OF ASSISTANT DIRECTOR - HUMAN RESOURCES (PAGES 175 - 178)**

Report of the Chief Operations Officer.

**21. NEW ITEMS OF EXEMPT URGENT BUSINESS**

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

Bernie Ryan  
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Friday, 19 June 2015