



Staffing and Remuneration Committee

MONDAY, 14TH SEPTEMBER, 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 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 13 below. New items of exempt Urgent Business will be dealt with at agenda item 16 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 - 14)

To confirm and sign the unrestricted minutes of the Staffing and Remuneration Committee meeting held on 29 June, and of the special Staffing and Remuneration Committee meetings held on 15, 16 and 30 July 2015.

7. INCLUSION AND DIVERSITY PRESENTATION (PAGES 15 - 18)

Report of the Assistant Director, Human Resources, for the Committee to receive a presentation on the review into the Council's equality practices and overall compliance with the Equality Act and Public Sector Duty with the aim of creating an Equality and Inclusion Action Plan for the Council.

8. CHILDREN'S SERVICES SOCIAL WORKERS RETENTION OFFER (PAGES 19 - 30)

Report of the Director of Children's Services to outline the recruitment and retention challenges in relation to Children's Social Workers and seek approval for the Director of Children's Services to implement a monetary retention reward to attract new social workers managers and retain the existing social worker workforce.

9. FORWARD PLAN (PAGES 31 - 34)

Report of the Assistant Director, Human Resources, to advise the Committee of upcoming issues and provide an opportunity to input into Human Resources activity planning.

10. UPDATE ON THE WORKFORCE PLAN (PAGES 35 - 36)

Report of the Assistant Director, Human Resources, to update the Committee on the progress of the Workforce Plan.

11. CONSULTANT AND INTERIMS REPORT - APRIL- JUNE 2015 (PAGES 37 - 50)

Report of the Assistant Director, Human Resources, detailing the number of consultants and interims engaged across the Council during the period 1 April to 30 June 2015 and comparing the data to that reported for the previous quarter.

12. PROPOSED NEW SENIOR PAY PRINCIPLES AND GRADING STRUCTURE (PAGES 51 - 84)

Report of the Chief Executive and Head of Paid Service.

13. NEW ITEMS OF URGENT BUSINESS

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

14. EXCLUSION OF THE PRESS AND PUBLIC

That the press and public be excluded from the meeting for consideration of the following items 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; namely information relating to any individual, and information likely to reveal the identity of an individual.

15. EXEMPT MINUTES (PAGES 85 - 94)

To consider and approve the exempt minutes of the Staffing and Remuneration Committee held on 29 June 2015, and the special meetings of the Staffing and Remuneration Committee held on 15, 16 and 30 July 2015.

16. NEW ITEMS OF EXEMPT URGENT BUSINESS

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

Bernie Ryan
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Friday, 04 September 2015