

## NOTICE OF MEETING

# STAFFING AND REMUNERATION COMMITTEE

**Monday, 14th December, 2015, 7.00 pm - Civic Centre, High Road,  
Wood Green, N22 8LE**

**Members:** Councillors Kaushika Amin (Chair), Jason Arthur, Patrick Berryman (Vice-Chair), Sarah Elliott and Bernice Vanier

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 unrestricted Urgent Business will be dealt with under agenda item 19 below, new items of exempt urgent business will be considered at agenda 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 - 10)**

To confirm and sign the minutes of the meeting held on 14 September 2015 and the minutes of the special meeting of the Committee held on 5 November 2015.

## **7. NEW SENIOR MANAGERS' PAY AND GRADING ARRANGEMENTS (PAGES 11 - 20)**

Report of the Chief Executive and Head of Paid Service to provide feedback to the Committee regarding the consultation with senior managers on the new senior managers' pay and grading arrangements.

## **8. WORKFORCE PLAN - SENIOR MANAGER EMPLOYMENT CONTRACT (PAGES 21 - 42)**

Report of the Chief Executive and Head of Paid Service for the Committee to agree the new Senior Manager Employment Contract to be issued for comment to all senior managers,

## **9. UPDATE RELATING TO THE OUTCOME OF THE TIER 3 REVIEW (PAGES 43 - 78)**

Report of the Chief Executive and Head of Paid Service for the Committee to note the revised senior management structure.

**10. CHILDREN'S SERVICES RECRUITMENT AND RETENTION OFFER (PAGES 79 - 108)**

Report of the Director of Children's Services for the Committee to note the implementation of the recruitment and retention monetary reward as previously delegated by the Committee, to agree a recruitment and retention monetary reward to take effect from 1 January 2016 and to agree further incentives and initiatives to improve the recruitment and retention offer for social workers in Haringey.

**11. MONITORING SUCCESS OF WORKFORCE HEALTH AND WELLBEING STRATEGY (PAGES 109 - 114)**

Report of the Assistant Director, Public Health, to discuss and endorse proposed measures and targets set for the Workforce Health and Wellbeing Strategy implementation over the next three years.

**12. PEOPLE MANAGEMENT DATA RELATING TO Q2 (JULY TO SEPTEMBER) (PAGES 115 - 140)**

Report of the Assistant Director, Human Resources, to provide the Committee with data regarding the workforce, including non-employed workers, absence rates and equalities data for the period July to September 2015.

**13. HOMES FOR HARINGEY TUPE TRANSFER (PAGES 141 - 146)**

Report of the Chief Operating Officer to advise the Committee on the Homes for Haringey TUPE transfer.

**14. SUMMARY OF THE ORGANISATIONAL RESTRUCTURES AND THE CREATION OF NEW POSTS APRIL TO SEPTEMBER 2015 (PAGES 147 - 152)**

Report of the Assistant Director, Human Resources, to inform the Committee of details of the organisational restructures undertaken by Assistant Directors across the organisation during this financial year.

**15. INCLUSION AND DIVERSITY ACTION PLAN (PAGES 153 - 236)**

Report of the Assistant Director, Human Resources, for the Committee to consider the recommendations and proposed action plan arising from the review into the council's equality practices and its overall compliance with the Equality Act and Public Sector Duty.

**16. UPDATE TO THE RESTRUCTURE POLICY AND TO THE REDEPLOYMENT POLICY (PAGES 237 - 240)**

Report of the Assistant Director, Human Resources, to amend the Restructure Policy and the Redeployment Policy.

**17. STAFFING AND REMUNERATION COMMITTEE FORWARD PLAN  
DECEMBER 2015 TO MARCH 2016 (PAGES 241 - 246)**

Report of the Assistant Director, Human Resources to inform the Committee of the reports detailed on the Forward Plan until the end of the municipal year.

**18. NEW ITEMS OF URGENT BUSINESS**

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

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

The following item is likely to be the subject of a motion to exclude the press and public from the meeting as it contains exempt information as defined in Section 100a of the Local Government Act 1972 – paragraph 1; namely information relating to an individual.

**20. EXEMPT MINUTES (PAGES 247 - 248)**

To consider and approve the exempt minutes of the special meeting of the Staffing and Remuneration Committee held on 5 November 2015.

**21. ANY OTHER ITEMS OF EXEMPT URGENT BUSINESS**

To consider any items admitted under agenda item 3.

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Friday, 4<sup>th</sup> December 2015