

## NOTICE OF MEETING

# STAFFING AND REMUNERATION COMMITTEE

**Tuesday, 26th January, 2016, 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 Urgent Business will be dealt with under agenda item 12 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 - 20)**

To confirm and sign the minutes of the meetings held on 14 December 2015 and on 16 December 2014.

#### **7. IMPLEMENTATION OF NEW SENIOR PAY AND GRADING ARRANGEMENTS INCLUDING PAY REVIEW AND EMPLOYMENT CONTRACT (PAGES 21 - 44)**

Report of the Chief Executive and Head of Paid Service to advise the Committee of the implementation of the new Senior Managers' Pay and Grading arrangements and in particular the actions taken by the Chief Executive in addressing the anomalies encountered when confirming or appointing individuals in position and for the Committee to approve the parameters for the conduct of the Senior Manager Pay Review for 2016, the senior manager contract of employment and the Chief Executive's contract of employment to take effect from 1 April 2016.

Appendices C and D – to follow.

#### **8. PAY POLICY STATEMENT 2016-17 (PAGES 45 - 58)**

Report of the Assistant Director, Human Resources, for the Committee to approve an update to the Council's Pay Policy Statement for publication in April 2016.

**9. SHARED BUSINESS SUPPORT (PAGES 59 - 76)**

Report of the Assistant Director, Human Resources, to provide the Committee with a progress update on the Shared Business Support Review.

**10. S&R FORWARD PLAN (PAGES 77 - 80)**

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

**11. WORKFORCE PLAN: SUMMARY OF YEAR 1 ACHIEVEMENTS AND PROPOSALS FOR YEAR 2 (PAGES 81 - 106)**

Report of the Assistant Director, Human Resources, to provide the Staffing and Remuneration Committee with a progress report which will include achievements to date, planned activities for the next quarter, and draft proposals for year two.

**12. NEW ITEMS OF URGENT BUSINESS**

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

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18 January 2016