

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

**Tuesday, 7th February, 2017, 7.00 pm - Civic Centre, High Road,
Wood Green, N22 8LE**

Members: Councillors Raj Sahota (Chair), Liz McShane (Vice-Chair), Jason Arthur, Bernice Vanier and Viv Ross

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 14 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 confirm and sign the minutes of the meeting held on 6 December 2016 and to note for information the minutes of the CEJCC held on 7 November 2016.

7. HARINGEY COUNCIL SMOKING POLICY (PAGES 13 - 24)

Report of the Director of Public Health seeking agreement from the Staff and Remuneration Committee of the changes to the Council's revised Smoking Policy.

8. SENIOR MANAGEMENT TEMPORARY ARRANGEMENTS AND SAVINGS UPDATE (PAGES 25 - 28)

Report of the Chief Executive to propose interim arrangements for the discharge of the duties of the Head of Paid Service and Chief Executive pending permanent recruitment to the positions, and also to set out how the £400k from senior management reorganisation as identified in the Council's MTFS will be achieved.

9. SENIOR MANAGERS PAY REVIEW - APRIL 2017 (PAGES 29 - 54)

Report of the Chief Executive and Head of Paid Service for the Committee to approve the parameters for the conduct of the Senior Manager Pay Review for 2017.

10. REIMBURSEMENT OF BUSINESS MILEAGE (PAGES 55 - 78)

Report of the Assistant Director, Transformation and Resources, to consult with Council staff and their representatives on the replacement of the current and historic arrangements of a lump sum and mileage rates based on NJC rates with a single flat rate consistent with HMRC authorised mileage rates.

11. PAY POLICY STATEMENT 2017/18 (PAGES 79 - 94)

Report of the Assistant Director, Transformation and Resources, for the Committee to consider the draft Pay Policy Statement 2017/18 for remittance to Full Council on 20 March 2017 for endorsement.

12. PERFORMANCE MANAGEMENT REPORT Q3, OCTOBER - DECEMBER 2016 (PAGES 95 - 102)

Report of the Assistant Director, Transformation and Resources, to provide the Committee with data relating to the workforce including non-employed workers, equalities and sickness absence data for the period October to December 2016.

13. SCHOOLS HR POLICIES (FAMILY FRIENDLY; RECRUITMENT; DIVERSITY AND EQUALITY) (PAGES 103 - 174)

Report of the Assistant Director, Transformation and Resources, to present a number of policies to be recommended by the Council from 8th February 2017 for adoption by the governing bodies of the community, voluntary controlled, community special and maintained nursery schools which the Council maintains and to be implemented by the Council in respect of any unattached teachers it employs. The policies for recommendation are as follows:

- Family friendly suite of policies (incorporating maternity policy, adoption policy, paternity policy, shared parental leave policy, parental leave policy)
- Recruitment policy
- Equality and diversity in employment policy

14. 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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Monday, 30 January 2017