

MINUTES OF THE MEETING OF THE STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 26TH JUNE, 2017, 7.00 pm

PRESENT:

Councillors: Raj Sahota (Chair), Zena Brabazon (Vice-Chair), Jason Arthur and Viv Ross

1. FILMING AT MEETINGS

The Chair referred Members present to agenda Item 1 as shown on the agenda in respect of filming at this meeting, and Members noted the information contained therein.

2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

Apologies for absence were received from Cllr McShane

3. URGENT BUSINESS

There were no items of urgent business.

4. DECLARATIONS OF INTEREST

There were no declarations of interest.

5. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS

There were no such items.

6. MINUTES

RESOLVED

That the minutes of *the meeting held on 18 April 2017, and of the special meetings held on 25 April and 18 May 2017 as a correct record* and signed by the Chair.

7. SICKNESS ABSENCE REPORT 2016/17

The Committee considered the report on sickness absence for 2016/17, as presented by Carole Engwell, HR Quality Assurance Manager. The report focused on details of Haringey's sickness absence for the previous year as well as current initiatives and future developments. It was noted that there was an average of 9.5 sickness absence

days per employee with the major cause of short term sick being minor illnesses such as colds, coughs and musculo-skeletal injuries. However the areas with the highest levels of reported absence were mainly the Adults & Childrens services.

The Committee went on to discuss the various options and initiatives currently available to staff namely,

- Employee Assistance Program (EAP)
- Whittington Hospital's Occupational Health Service
- Greater emphasis on Wellbeing, and
- Employee Wellbeing Index arranged by MIND

The Committee were given an update on each of the above areas and how they were helping to support both staff and management.

The Committee next reviewed the presentation provided by First Care on the pilot project soon to be introduced for a trial period. The presentation summarised the process to be followed by staff members which would involve calling a 24/7 advice line and speaking to a qualified nurse instead of contacting their line manager. The nurses would be able to provide medical advice and discuss a return to work date and all the details would then be passed onto the line manager. The Committee were informed that the pilot would be for a 12 month period.

The members raised their concern and scepticism as to whether this new service would actually reduce absence rates by the 35% that had been claimed and whether First Care would be able to identify those members of staff who habitually take Monday's off etc. Richard Grice emphasized the fact that once the pilot had begun, in the first instance, data collected will show an increase in sickness absence due to the improved accuracy of recording but assured the Committee that this would level out over time.

It was agreed that the Committee would be notified as regards the specifics being done by Heads and Directors to support staff particularly in the departments most affected.

Action: Interim Head of HR Transformation

It was also agreed that the Committee would receive an update on the progress of the pilot and a summary analysis of the underlying reasons for sickness obtained by the data at the next meeting.

Action: HR Quality Assurance Manager

RESOLVED

That the Committee note the details of sickness absence for the financial year 2016/2017 along with the update of current initiatives and future developments.

8. SENIOR MANAGEMENT TEAM STRUCTURE CHANGES

The Committee considered the report on the senior management team Structure changes, which was presented by Richard Grice, Assistant Director of Transformation & Resources. In response to a question from the Committee regarding whether this

new structure included new members of staff it was confirmed that the only new role to be appointed would be the Chief Finance Officer and that Tracie Evans would remain the Section 151 Officer until that appointment had been made.

RESOLVED

That the Committee note the changes to the senior management structure.

9. PERFORMANCE MANAGEMENT (JANUARY - MARCH 2017)

The Committee considered the Performance Management Report for quarter 4, January to March 2017, as presented by Carole Engwell, HR Quality Assurance Manager. It was reported that the cost of non-employed workers was continuing to reduce and that the number of consultants contracts had gone down from 66 to 39.

It was also highlighted that work was being done with the Procurement Team to also reduce day rates. The Committee were advised that due to the changes relating to IR35 the number of consultants was reduced by 11.

It was agreed that a full report on IR35 and its implications be presented to the Committee at the next meeting.

Action: HR Quality & Assurance Manager.

The Committee were notified that work on improving equalities data was still undergoing and that there would be an introduction of E-Payslips which would enable HR to obtain the email address of staff so that forms could be distributed and returned securely.

In response to a question from the Committee, it was confirmed that the percentage of BAME staff in senior grades was low and needed to be addressed. However, it was highlighted that there were a number of programs on development along with support and training aimed at tackling this issue.

The Committee asked the reason for the considerably higher day rates paid to certain consultants and why the duration was so long for certain contracts. It was reported that these were specialised posts that were hard to recruit to and therefore in order to obtain a high level candidate it was necessary to pay market rate. It was also reported that contracts occasionally extended but this would always be in an exceptional case.

It was agreed that all consultants contracts over £100k that extend beyond 12 months be reported to the Staffing & Remuneration Committee and an update report detailing these be presented at the next meeting.

Action: HR Quality & Assurance Manager.

RESOLVED

That the Committee note the content of the report.

10. NEW ITEMS OF URGENT BUSINESS

There were no new items of urgent business.

11. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED

That the press and public be excluded from the meeting for consideration on the following item as it contained exempt information as defined in Section 100a of the Local Government Act 1972, paragraph 1; information relating to an individual.

12. EXEMPT MINUTES

The Committee considered exempt information pertaining to agenda item 6.

CHAIR: Councillor Raj Sahota

Signed by Chair

Date