

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

**Monday, 2nd October, 2017, 7.00 pm - Civic Centre, High Road,
Wood Green,**

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

Co-optees/Non Voting Members:

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 below. New items of exempt Urgent Business will be dealt with at agenda item 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 - 6)

To confirm and sign the minutes of the meeting held on 26 June 2017 and of the special meeting held on 22 June 2017.

7. PEOPLE REPORT, APRIL - JUNE 2017 (PAGES 7 - 34)

Report of the Interim Director for Transformation and Resources outlining the new People Report which combines key workforce data and analysis.

8. OFF-PAYROLL INTERMEDIARIES REPORT (PAGES 35 - 38)

Report of the Interim Director for Transformation & Resources highlighting changes to the Off-Payroll Intermediaries legislation (IR35) and the impact that these changes have had on the Council's off-payroll workers.

9. MANAGEMENT OF SICKNESS ABSENCE (PAGES 39 - 42)

Report of the Interim Director Transformation & Resources providing details on the role played by HR in supporting managers to more effectively manage sickness absence.

10. SCHOOL PAY POLICY (PAGES 43 - 74)

Report of the Interim Director Transformation & Resources providing the Committee with the updated Model Schools Pay policy.

11. HR POLICY REVIEW (PAGES 75 - 96)

Report of the Interim Director Transformation & Resources presenting the Probation Policy and Probation Guide which falls within the employment theme 'Getting and Retaining the Right People'.

12. NEW ITEMS OF URGENT BUSINESS

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

13. 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; information relating to an individual.

14. EXEMPT MINUTES (PAGES 97 - 100)

To confirm and sign the exempt minutes of the meeting held on 26 June 2017 and of the special meeting held on 22 June 2017.

15. DISCIPLINARY & DISMISSAL APPEAL DECISION LETTERS (PAGES 101 - 114)

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Thursday, 21 September 2017