

# **MINUTES OF THE MEETING OF THE STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 5TH FEBRUARY, 2018, 7.00 pm**

## **PRESENT:**

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

### **59. 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.

### **60. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)**

There were apologies for absence from Councillor Ross.

### **61. URGENT BUSINESS**

There were no items of urgent business put forward.

### **62. DECLARATIONS OF INTEREST**

There were no declarations of interest put forward.

### **63. MINUTES**

The minutes of the meeting held on 14th December 2017 and the special meetings held on the 4th & 14th December 2017 were agreed as a correct record of the meetings.

### **64. SENIOR MANAGEMENT RESTRUCTURE**

The Chief Executive presented the report which detailed the intended restructure of the Council's Senior Management Team which will affect the Corporate Leadership Group (CLG).

Zina Etheridge explained that as she has now been appointed on a permanent basis it would be appropriate to also move the CLG to a more permanent structure to create stability especially as the elections in May could cause a measure of political instability within the Council.

The Committee agreed with the decision and raised concerns over the current structure namely that it was confusing with the number of interim positions and included roles that were too wide in their responsibilities and tasks. It was highlighted that this created ambiguity around how Council Services linked and worked together and could also cause potential ownership issues if problems were to arise. The Chief Executive reported that a planned consultation with senior staff was to take place where views would be considered to ensure that the new structure was coherent.

In response to a query from the Committee regarding the issues that occur relating to cross over between the Housing & Regeneration and Planning departments, the Chief Executive agreed to consider this in the consultation and decision making process.

## **RESOLVED**

That the Committee note the contents of the paper.

### **65. PAY REVIEW - APRIL 2018**

The Reward Strategy Manager introduced the report which presented an updated Pay Policy Statement which is due for publication in April 2018.

The Committee discussed details of the changes to the National Joint Council pay arrangements and the subsequent impact this would have on Haringey Council. It was noted that aiming to achieve the Government's target of a National Living Wage has caused a compression in certain pay bands which can only be resolved by increasing the bottom rate of pay by an additional 12% in year one and introducing a new pay spine in year two.

The Rewards Strategy Manger presented a briefing note that provided up to date figures as of that day which were reviewed and discussed by the Committee. While considering the amount that increasing the pay points would have on the pay bill it was noted that the £2.9m had been included in the budget.

The Committee next reviewed the parameters for the conduct of the senior manager pay review and noted that the budget for this pay award remained at 2%.

Following a question regarding the split of level C in the summary of senior management roles the Committee commented that it was a good idea that consideration had been made for senior professionals as well as those managing staff. They felt that it was important and a good principal to pay staff for having high level skills as well.

## **RESOLVED**

That the Committee:

- Note the changes to the National Joint Council pay arrangements for local authority staff.
- Approve the parameters for the conduct of the Senior Manager Pay Review for 2018 as set out in this report.

## **66. PAY POLICY STATEMENT 2018-19**

The Reward Strategy Manager introduced the report which sought approval for the draft Pay Policy Statement 2018/19. It was noted that an annual Pay Policy Statement was requirement of the Council and would need to be agreed and recommended by the Staffing & Remuneration Committee for approval by Full Council in March.

The Committee discussed the details of the policy statement which included reports on areas like the gender pay gap analysis.

It was noted that the Council's pay multiple of highest to lowest ratio of 9.5 was lower than average in comparison to other Local Authorities.

### **RESOLVED**

That the Committee:

- Approve the draft Pay Policy Statement 2018/19, attached at Appendix A.
- Authorise the Interim Director of Transformation & Resources in consultation with the Chair of the Committee to make such amendments to the Pay Policy Statement as he considers minor.
- Remits the Pay Policy Statement (as amended if applicable) for endorsement by Full Council on 19th March 2018.

## **67. DELEGATED DECISIONS, SIGNIFICANT ACTIONS AND URGENT ACTIONS**

### **RESOLVED**

That the Committee note the delegated decision to appoint Jon Warlow as the Deputy Chief Finance Officer effective from 4<sup>th</sup> January 2018 for a period of 6 months.

## **68. NEW ITEMS OF URGENT BUSINESS**

None.

## **69. EXCLUSION OF THE PRESS AND PUBLIC**

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.

## **70. DELEGATED DECISIONS, SIGNIFICANT ACTIONS AND URGENT ACTIONS**

The Committee noted the exempt delegated decisions, significant actions and urgent actions as presented at the meeting.

## **71. EXEMPT MINUTES**

The exempt minutes of the special meetings held on 4th and 14th December 2017 were agreed as a correct record of the meetings.

**72. NEW ITEMS OF EXEMPT URGENT BUSINESS**

None.

CHAIR: Councillor Raj Sahota

Signed by Chair .....

Date .....