

MINUTES OF THE MEETING OF THE STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 26TH MARCH, 2018, 7.00 pm

PRESENT:

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

73. 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.

74. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

There were apologies for absence from Councillor Arthur.

75. URGENT BUSINESS

There were no items of urgent business put forward.

76. DECLARATIONS OF INTEREST

There were no declarations of interest put forward.

77. MINUTES

The minutes of the meeting held on 5th February 2018 were agreed as a correct record of the meetings.

78. PROPOSED CHANGES TO THE FAMILY FRIENDLY POLICIES ON THE BIRTH OF PREMATURE BABIES

The Reward Strategy Manager presented the report which proposed additional paid leave to staff who experience premature births for each week that a baby is born prematurely. The Committee discussed the benefits associated with the proposal and agreed that it was very 'forward thinking'.

RESOLVED

That Haringey will extend their maternity and paternity policies to include a provision for parents who experience premature births. With paid leave for each week that the baby is both prematurely (before 37 weeks gestation). The additional paid leave will be for each week that the baby is born prematurely to the point that the baby leaves hospital or reaches their due date (whichever is the earlier).

79. PEOPLE REPORT - DECEMBER 2017

The Reward Strategy Manager introduced the report which combined key workforce data and analysis including headcount, the cost of both the permanent workforce and off payroll arrangements absence reports, labour turnover and restructures.

The Committee were updated on the headcount which showed a slight increase but noted that this was due to a recruitment drive in a particular area of service. A reduction was also reported in the agency and payroll workforce and the Committee noted that there were currently 14 restructures taking place.

In response to a question regarding the number of Social Worker new starters it was noted that the new Director of Children's Services had started and that the number of agency staff in this service area was monitored on a monthly basis. It was suggested that Member group engagements should be implemented to help in this area.

The Committee also raised its concern over the reduction of My Conversation outcomes recorded and questioned the reason for this. It was noted that more training is to be done with line managers which will include encouraging them to record the data directly onto SAP themselves.

The Committee commended the work being done to decrease the number of consultant workers.

RESOLVED

That the Committee note the contents of the report.

80. SENIOR MANAGEMENT RESTRUCTURE

The Chief Executive presented the report which detailed the proposed restructure of the Council's Senior Management Team which will affect the Corporate Leadership Group (CLG). The Committee noted the lateness of the report as a result of the consultation ending on 23rd March 2018.

Zina Etheridge acknowledged that although timing was not ideal for a restructure, the reason behind completing it was to ensure a smooth transition of senior staff who were best able to support the new administration. The Committee was also advised of the engagement that took place with the trade unions whose comments had been included in the report.

It was noted that certain areas of service like Housing & Regeneration were to remain with an interim structure to allow for an alignment when the new administration commences.

RESOLVED

That the Committee note the contents of the report.

81. DELEGATED DECISIONS, SIGNIFICANT ACTIONS AND URGENT ACTIONS

RESOLVED

That the Committee note the delegated decision to appoint:

- Steve Carr as Interim Assistant Director of Economic Development & Growth effective from 5th December 2017 for a period for 6 months.
- Helen Fisher as Interim Strategic Director of Regeneration, Planning & Development effective from 16th January 2018 for a period of 6 months
- Jon Warlow as the Interim Chief Finance Officer and designated Section 151 Officer effective from 21st February 2018 until 4th October 2018.

82. NEW ITEMS OF URGENT BUSINESS

None.

83. 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.

84. SENIOR MANAGEMENT RESTRUCTURE

The Committee considered exempt information in relation to agenda item 9.

85. NEW ITEMS OF EXEMPT URGENT BUSINESS

None.

CHAIR: Councillor Raj Sahota

Signed by Chair

Date