

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

**Monday, 1st October, 2018, 7.00 pm - Civic Centre, High Road,
Wood Green, N22 8LE**

Members: Councillors Julie Davies (Chair), Eldridge Culverwell (Vice-Chair),
Patrick Berryman, Zena Brabazon and Paul Dennison

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).

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 23 July 2018.

7. SCHOOLS MODEL PAY (PAGES 7 - 8)

The report provides the Committee with the updated Model Schools Pay policy for approval.

8. HR FORWARD PLAN 2018/19 (PAGES 9 - 12)

The report is to inform the Committee of the process for agenda planning and to notify Members of the reports to be brought to Committee from December 2018 onwards.

9. HR POLICY REVIEW (PAGES 13 - 18)

The report outlines the background to the review of HR policies currently being undertaken, the progress made to date and the planned timetable to complete the review.

10. IMPLEMENTATION OF THE NEW NJC PAY SPINE (PAGES 19 - 34)

The purpose of this report is to provide an update to the Staffing and Remuneration Committee regarding the implementation of the new pay and grading arrangements for the rest of the workforce, i.e. those on National Joint Committee for Local Government Services (NJC) terms and conditions.

11. PEOPLE REPORT JUNE 2018 (PAGES 35 - 38)

The People Report is designed to give officers and members relevant workforce data in an easy to understand format in order to support informed strategic decision making.

12. NEW ITEMS OF URGENT BUSINESS

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

13. DATE OF NEXT MEETING

17 December 2018

14. EXCLUSION OF THE PRESS AND PUBLIC

Items 15 and 16 are likely to be subject to a motion to exclude the press and public be from the meeting as they contain exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); para 3 - information relating to the financial or business affairs of any particular person (including the authority holding that information); and para 5 – information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

15. SCHOOLS MODEL PAY (PAGES 39 - 64)

To consider exempt information pertaining to item 7.

16. IMPLEMENTATION OF THE NEW NJC PAY SPINE (PAGES 65 - 66)

To consider exempt information pertaining to item 10.

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Friday, 21 September 2018