

# **MINUTES OF THE MEETING OF THE STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 1ST OCTOBER, 2018, 7.00 - 8.20 pm**

## **PRESENT:**

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

**Also in attendance: Councillor Noah Tucker**

### **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)**

None.

### **3. URGENT BUSINESS**

None.

### **4. DECLARATIONS OF INTEREST**

None.

### **5. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS**

None.

### **6. MINUTES**

**RESOLVED that the minutes of the meeting held on 23 July 2018 be approved as a correct record.**

Julie Amory, HR Business Partner, informed the Committee that she was working with Fiona Dwyer in relation to implementing the Violence Against Women and Girls policy in schools. Further information would be provided to a future meeting.

Mark Rudd, Assistant Director for Corporate Resources, informed the Committee that there had not been a formal consultation on the structure of the regeneration team, and he would ensure that the HR Business Partner kept the Committee Chair informed of the process. He confirmed that it was council policy that staff in acting up positions could only be confirmed in such positions if they were successful in

competitive recruitment. In response to a question from Cllr Brabazon he confirmed that there would be national advertisement.

## **7. SCHOOLS MODEL PAY**

Julie Amory, HR Business Partner, introduced the report as set out. The main changes were in detailed in exempt appendix four. The information would be made available to all school staff, regardless of whether they subscribed to Haringey's policies.

In response to questions from the Committee, it was explained that the additional allowances were paid to staff depending on extra duties carried out in addition to teaching work. Academies did not need to follow the pay scales set by Haringey schools, and would tend to set their pay scales higher than a local authority for senior posts.

**RESOLVED that the updated Model Schools Pay policy for September 2018 be approved, and adoption to Haringey maintained schools be recommended.**

## **8. HR FORWARD PLAN 2018/19**

The Chair led the discussion on the HR Forward Plan.

Transgender policy – the date of discussion of the report should be changed to 'to be agreed', as it would be prudent to await the outcome of the Gender Recognition Act consultations and legislation.

Review of Recruitment and Retention in Children's Services – further work was required on looking at the barriers to permanent employment, and the potential for training existing members of staff looking to change career paths and entering social work. It was also important to identify a strategy for bringing social workers 'in house'. A report would be provided at the December meeting.

The Committee requested that a guidance document be developed for Members in relation to senior officer appointments and be added to the work programme, and that an update on the Apprenticeship Levy be provided at the December meeting.

The Committee discussed the development of the Workforce Plan and noted that the plan needs to include diversity, local recruitment, more agile workforce and recruitment of under 25s. The plan will be presented to the Committee once agreed.

**RESOLVED that the report be noted.**

## **9. HR POLICY REVIEW**

Ian Morgan, Reward Strategy Manager, introduced the report as set out. Progress had been made on reviewing the grievance policy, and it was likely that the next policy for review would be the code of conduct. The approach for selecting policies for review would be on a needs basis.

In regard to the grievance policy, it was important that it was reviewed as currently HR received on average one grievance per week. There were missed opportunities to resolve many of these informally, and so reviewing the policy would encourage informal mediation before a formal grievance was lodged.

**RESOLVED that the report be noted.**

**10. IMPLEMENTATION OF THE NEW NJC PAY SPINE**

The Committee noted the report and invited officers to report back to the Committee if there were any further actions following the consultation exercise.

**RESOLVED that**

- a. **The proposal for the assimilation to the new NJC pay spine be noted; and**
- b. **The consultation exercise regarding the introduction of the new pay and grading framework with effect from 1 April 2019 be approved.**

**11. PEOPLE REPORT JUNE 2018**

Ian Morgan advised that there was nothing significant to report to the Committee in relation to the report.

The Committee requested that the next report include information on temporary agency staff and details of the service areas in which consultants and interims were employed.

**RESOLVED that the report be noted.**

**12. NEW ITEMS OF URGENT BUSINESS**

None.

**13. DATE OF NEXT MEETING**

17 December 2018

**14. EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED that the press and public be excluded from the meeting as items 15 and 16 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**

The Committee considered exempt information pertaining to the Schools Model Pay report.

**16. IMPLEMENTATION OF THE NEW NJC PAY SPINE**

The Committee considered exempt information pertaining to the Implementation of the new NJC pay spine report.

CHAIR: Councillor Julie Davies

Signed by Chair .....

Date .....