

MINUTES OF THE MEETING OF THE STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 17TH DECEMBER, 2018, 7.00 - 8.45 pm

PRESENT:

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

17. 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.

18. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

Apologies for lateness were received from Councillor Brabazon.

19. URGENT BUSINESS

None.

20. DECLARATIONS OF INTEREST

None.

21. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS

None.

22. MINUTES

RESOLVED that the minutes of the meetings held on 28 September 2018 and 1 October 2018 be approved as a correct record.

23. RECRUITMENT AND RETENTION OF SOCIAL WORKERS WITHIN CHILDREN'S SERVICE

Brenda McMahon – HR Business Partner – introduced the report as set out. The report provided an overview of the current recruitment and retention policies for social workers in Haringey Council. The current position was that there would be an estimated overspend of £800k in 2019/20 (compared to £605k in 2015/16). The challenges to the service were high agency spends - £440k per month, although this

was reducing – and above average sickness levels. The service were looking to implement a workforce plan, with key objectives, and there were monthly meetings with Hayes, who were on target in appointing two external appointments per month.

The following was provided in response to questions from the Committee:

- Although work was being carried out to encourage agency workers to apply to permanent positions, some social workers would always prefer to stay as agency workers.
- HR and the service had been working on attracting a younger market to the workplace, and were working on adding this information to the website.
- The average salary was on par with other boroughs. The areas with the highest turnovers and were difficult to recruit to were assessment and safeguarding.
- In relation to whether the Council offered ‘on the job’ training (as social workers), this would have to be explored further.
- Sickness was monitored on a monthly basis, and a breakdown provided by each team. Areas with ‘amber’ or ‘red’ ratings were managed.

The Chair thanked Brenda for attending, and added that there were many good signs in the report, which indicated that the service was travelling in the right direction.

RESOLVED that the report be noted.

24. HEALTH AND SAFETY POLICY REVIEW, STRATEGY AND ANNUAL REPORT

Andrew Meek – Head of Organisation Resilience – introduced the report as set out. The report was an updated version of the Corporate Health & Safety and Wellbeing Policy, and a new Corporate Health and Safety Strategy 2018-22. The Committee were requested to approve the policy and strategy.

The following was provided in response to questions from the Committee:

- A training programme would be rolled out to all staff in relation to Health and Safety.
- Any health and safety issues in relation to Spurs building works would be the responsibility of the Health and Safety Executive, and not the Council.

RESOLVED that

- i. The draft Corporate Health and Safety Strategy 2018-2022 (attached at Appendix A) be approved;**
- ii. The Chief Executive be authorised, in consultation with the Chair of the Committee, with the Corporate Health, Safety and Wellbeing Board, and with the Corporate Board, to make such amendments to the Strategy as s/he considers minor, such amendments to be reported to the meeting of the Committee next following such amendments being made;**
- iii. The draft Corporate Health, Safety and Wellbeing Statement Policy (attached at Appendix B) be approved;**
- iv. The Chief Executive be authorised, in consultation with the Chair of the Committee, with the Corporate Health, Safety and Wellbeing Board, and**

with the Corporate Board, to make such amendments to the Policy as s/he considers minor, such amendments to be reported to the meeting of the Committee next following such amendments being made; and

- v. The Health Safety Annual Report for 2017-18 (attached at Appendix C), be noted.

25. REVIEW OF COUNCIL GRIEVANCE POLICY

Ian Morgan – Reward Strategy Manager – introduced the report as set out. All HR policies were set to be reviewed over the coming months, and it was felt that the grievance policy should be reviewed first. The policy was split into the policy itself and practice notes.

Members commented that it would be useful to have some indication on the policies whether the unions were in approval of the revisions, as this would send a good message to the workforce. It was also suggested that where policies did not need revision, they should be re-issued with the current date.

RESOLVED that

- i. The new Grievance Policy and Practice Notes be approved ready for implementation with effect from 1 January 2019, and it be noted that a series of training sessions and workshops were planned for both HR staff and line managers during January to update them on the changes; and
- ii. The Assistant Director for Corporate Resources be delegated the power to make minor changes to the policy and practice notes without the need to refer back to the Committee.

26. FORWARD PLAN REPORT 17 DEC 18

RESOLVED that the report be noted.

27. PRACTICE NOTE SENIOR MANAGER RECRUITMENT

The Chair advised that she had a number of comments on the practice note, and that she would send these via email. Members felt that further work was required, and requested that this be brought back to the Committee at a later date.

28. PEOPLE REPORT SEPTEMBER 2018

Ian Morgan - Reward Strategy Manager – introduced the report as set out. It had taken while to bed in ‘My Conversation’, but the latest figures showed that it was being implemented across the organisation.

Members asked whether it was possible to have a breakdown of which areas were employing consultants, and were advised that although this used to be provided, the new GDPR legislation made it difficult to break down the information to that level in a public committee report.

RESOLVED that the report be noted.

29. NEW ITEMS OF URGENT BUSINESS

None.

30. DATE OF NEXT MEETING

11 February 2019

31. EXCLUSION OF PRESS AND PUBLIC

RESOLVED that the press and public be excluded from the meeting for the discussion of item 16 as it contained 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 1 – information relating to an individual.

32. MINUTES

RESOLVED that the exempt minutes of the meeting held on 28 September 2018 be approved as a correct record.

CHAIR: Councillor Julie Davies

Signed by Chair

Date