

## NOTICE OF MEETING

# STAFFING AND REMUNERATION COMMITTEE

**Monday, 11th February, 2019, 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. New items of exempt Urgent Business will be dealt with at 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 - 4)**

To confirm and sign the minutes of the meeting held on 17 December 2018.

## **7. REVIEW OF THE CHILDREN'S SERVICES RECRUITMENT AND RETENTION OFFER (PAGES 5 - 16)**

The purpose of this paper is to set out the proposed adjustments to the Recruitment and Retention Offer as a result of the periodic management review.

## **8. MODERN REWARD STRATEGY**

To receive a verbal update.

## **9. GENDER PAY GAP (PAGES 17 - 24)**

As a public authority which has 250 or more employees, the Council is required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to report publicly every year on the differences in aggregate pay and bonuses of men and women. This is known as Gender Pay Gap Reporting. The attached Gender Pay Gap Data Analysis provides an update due for publication in March 2019.

## **10. PAY POLICY (PAGES 25 - 40)**

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its last Pay Policy Statement at Full Council on 19<sup>th</sup> March 2018. The attached Pay Policy Statement provides an update for publication in April 2019.

**11. PEOPLE REPORT DECEMBER 2018 (PAGES 41 - 46)**

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. HR POLICY REVIEW PROGRESS (PAGES 47 - 50)**

The report outlines the progress made to the HR policy review and details of policies to be reviewed in the coming months.

**13. ASSIMILATION TO THE POST OF ASSISTANT DIRECTOR OF CUSTOMER SERVICES AND LIBRARIES**

*To follow*

**14. NEW ITEMS OF URGENT BUSINESS**

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

**15. DATES OF FUTURE MEETINGS**

25 March 2019.

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

Item 16 is likely to be subject to a motion to exclude the press and public be from the meeting as it contains exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); paras 1, information relating to any individual.

**17. MINUTES (PAGES 51 - 52)**

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Friday, 01 February 2019