

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

**Monday, 25th November, 2019, 7.00 pm - Civic Centre, High Road,
Wood Green,**

Members: Councillors Makbule Gunes (Chair), Patrick Berryman (Vice-Chair), Gideon Bull, Paul Dennison and Reg Rice

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 depositions, 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 13 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 24 June 2019.

7. REVIEW OF COUNCIL DISCIPLINARY POLICY (PAGES 5 - 38)

This reports seeks the Committee to review and approve the new Disciplinary Policy and Practice Notes ready for implementation with effect from 1st January 2020.

8. UPDATE TO APPRENTICESHIP PROGRAMME (PAGES 39 - 54)

This report provides a summary of the Council's new broader strategic approach to the promotion and use of apprenticeships.

9. DIGNITY AT WORK PRACTICE NOTES (PAGES 55 - 78)

This report provides recommendations for adopting the Dignity at Work practice notes that are to be used alongside the Dignity at Work Policy that was approved by Staffing and Remunerations Committee in June 2019.

10. SOCIAL MEDIA PRACTICE NOTE (PAGES 79 - 90)

This report seeks the Committee to review and approve the new Social Media Practice Notes ready for implementation with effect from 1st January 2020

11. PEOPLE REPORT - DECEMBER 2019 (PAGES 91 - 96)

This 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.

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Friday, 15 November 2019