

## NOTICE OF MEETING

# STAFFING AND REMUNERATION COMMITTEE

**Tuesday, 3rd March, 2020, 7.00 pm - Civic Centre, High Road, Wood Green, N22 8LE**

**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 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 6 February 2020 (**to follow**).

To confirm and sign the minutes of the Special Staffing and Remuneration Committee held on 31 January 2020 and 6 February 2020.

## **7. RECRUITMENT AND RETENTION OF SOCIAL WORKERS WITHIN CHILDREN'S SERVICES - UPDATE (PAGES 5 - 12)**

The purpose of this paper is to provide an update on the current recruitment and retention strategies for qualified Social Workers within Children's Services. This report was requested by the Chair of Staffing & Remuneration Committee.

## **8. CALCULATION OF APPRENTICE PAY RATES (PAGES 13 - 16)**

This report sets out the rationale for amending the calculation of the pay rate to align with the London Living Wage.

## **9. PEOPLE REPORT - DECEMBER 2019 (PAGES 17 - 26)**

This 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.

**10. FORWARD PLAN TO MARCH 2021 (PAGES 27 - 28)**

This report informs the Staffing & Remuneration Committee of upcoming reports detailed on the Forward Plan until the end of the next municipal year.

**11. NEW ITEMS OF URGENT BUSINESS**

**12. EXCLUSION OF PRESS AND PUBLIC**

Items 12-13 are likely to be subject to a motion to exclude the press and public 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); paragraph 1.

**13. EXEMPT MINUTES (PAGES 29 - 32)**

To confirm and sign the exempt minutes of the Special Staffing and Remuneration Committee held on 31 January 2020 and 6 February 2020.

**14. NEW ITEMS OF EXEMPT URGENT BUSINESS**

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Monday, 24 February 2020