

# **MINUTES OF MEETING STAFFING AND REMUNERATION COMMITTEE HELD ON TUESDAY, 3RD MARCH, 2020, 7.00 - 8.10 PM**

**PRESENT:**

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

## **20. FILMING AT MEETINGS**

The meeting was not filmed or recorded.

## **21. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)**

None.

## **22. URGENT BUSINESS**

There were no items of urgent business.

## **23. DECLARATIONS OF INTEREST**

None.

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

None.

## **25. MINUTES**

The minutes of the meeting held on 6 February 2020 were deferred to a future meeting.

The minutes of the Special Staffing and Remuneration Committee meetings held on 31 January 2020 and 6 February 2020 were approved as a correct record of the meeting.

## **26. RECRUITMENT AND RETENTION OF SOCIAL WORKERS WITHIN CHILDREN'S SERVICES - UPDATE**

Daksha Desai introduced the report as set out. The purpose of the report was to provide an update on the programme devised for the recruitment and retention of social workers. The turnover of staff was high, but this was not unusual for these types of roles. Page 8 outlined the strategies in place. The Director was doing an excellent job in trying to turn around the service. There were regular meetings with

Hayes, and signposting to specialist agencies to fill social worker posts, however this was a slow process.

In response to a question, Ms Desai advised that she would ask for further information from the service in relation to monitoring the key benchmarks.

Members requested that a further update be brought to the next meeting.

**RESOLVED that the report be noted, and that a further update be brought to the next meeting.**

## **27. CALCULATION OF APPRENTICE PAY RATES**

Ian Morgan introduced the report as set out. The Staffing and Remuneration Committee had agreed the calculation of the apprentice pay rate in 2015. The purpose of the report was to amend the calculation of the pay rate to align it with the London Living Wage (LLW).

Officers responded to questions from the Committee:

- There were currently 14 apprentices within the Council.
- There was no bottom age limit for receiving the LLW, so all apprentices would be paid at this rate.
- The 200 target was set out in the Borough Plan, and whilst it was acknowledged that the Council could do further work in using the apprenticeship levy, it was not anticipated that the target would be reached.

Councillor Berryman disagreed with the suggestion that under 18s should be paid LLW for an apprenticeship, when there may be other members of staff in the Council on permanent contracts who earned the same amount, or slightly higher for a full time role. Daksha Desai explained that the Council's view was that if apprenticeships were used correctly then the organisation would gain a valuable member of staff for a longer career – and in order to do this, investment was required in order to attract people for careers rather than entry level admin roles.

**RESOLVED that the proposal to change the calculation of the apprentice pay rate as set out in the report, with effect from 1 April 2020.**

Councillor Berryman wished his comments as above to be recorded in the minutes.

## **28. PEOPLE REPORT - DECEMBER 2019**

Ian Morgan introduced the report as set out. Appendix B contained information previously requested by the Committee and it was important to note that this information was available on the Council's website and had not been produced by HR.

Officers responded to questions from the Committee:

- Agency staff could not be employed for longer than 12 weeks without authority from an Assistant Director. Teams have been asked to create permanent team structures if there were permanent roles available which were covered by agency staff.
- London Councils carried out an annual survey on agency use – Haringey was in the 2<sup>nd</sup> quartile (2<sup>nd</sup> lowest use of agency staff).

**RESOLVED that the report be noted.**

**29. FORWARD PLAN TO MARCH 2021**

Councillor Berryman asked whether it was within the remit of the Committee to monitor the progress of the Hayes contact and was advised by the Legal Officer that it was the responsibility of the Cabinet Member, not the Committee.

**RESOLVED that the Forward Plan be noted.**

**30. NEW ITEMS OF URGENT BUSINESS**

None.

**31. EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED that the press and public be excluded from the meeting for the consideration of items 12 and 13 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.**

**32. EXEMPT MINUTES**

**The exempt minutes of the Special Staffing and Remuneration Committee meetings held on 31 January 2020 and 6 February 2020 were approved as a correct record.**

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

None.

CHAIR: Councillor Makbule Gunes

Signed by Chair .....

Date .....