

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

Tuesday, 1st December, 2020, 7.00 pm - MS Teams (view it [here](#))

Members: Councillors Dhiren Basu (Chair), Julie Davies (Vice-Chair), Paul Dennison, Yvonne Say and Matt White

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 agenda item 11 where they appear. New items of Urgent Business will be dealt with under the agenda item below. New items of exempt Urgent Business will be dealt with at agenda item 15 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 - 10)

To approve the minutes of the meeting held on 15 October 2020.

To approve the minutes of the Special Staffing and Remuneration Committees held on 23 September and 2 November 2020.

7. GENDER PAY GAP REPORTING (PAGES 11 - 16)

The attached Gender Pay Gap Data Analysis provides an update due for publication by March 2021.

8. FLEXIBLE WORKING REVIEW (PAGES 17 - 32)

As part of the council's requirement to conduct a rolling review of all HR policies, Members are asked to consider the revised Flexible Working Policy (attached as Appendix A) and Practice Notes (attached as Appendix B).

9. SCHOOLS MODEL PAY POLICY REPORT (PAGES 33 - 62)

The report provides the Committee with the updated Haringey Model Schools Pay policy for approval.

10. SENIOR MANAGER PAY SYSTEM (PAGES 63 - 68)

The purpose of this report is to make a recommendation to re-establish the link between the pay system and the national Joint Negotiating Committees for the purpose of determining annual inflationary pay increases from 1/4/20 onwards and for the Committee to note the commencement of a review into the pay system for senior managers (heads of service and above).

11. NEW ITEMS OF URGENT BUSINESS

12. EXCLUSION OF PRESS AND PUBLIC

Items 12 and 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); paragraphs 1, 4.

13. EXEMPT MINUTES (PAGES 69 - 80)

To approve the exempt minutes of the Special Staffing and Remuneration Committees held on 23 September and 2 November 2020.

To note the exempt informal note of the Special Staffing and Remuneration Committee held on 17 November 2020.

14. RECORD OF DECISION TAKEN UNDER URGENT ACTION PROCEDURES OR DELEGATED AUTHORITY (PAGES 81 - 98)

To note the decision taken under Urgent Action Procedures or Delegated Authority.

15. NEW ITEMS OF EXEMPT URGENT BUSINESS

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

Emma Perry, Principal Committee Co-ordinator
Tel – 020 8489 3427
Fax – 020 8881 5218
Email: emma.perry@haringey.gov.uk

Bernie Ryan
Assistant Director – Corporate Governance and Monitoring Officer
River Park House, 225 High Road, Wood Green, N22 8HQ

Monday, 23 November 2020