

# **MINUTES OF THE MEETING OF THE STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 24TH JUNE, 2019, 7.00 - 9.05 pm**

## **PRESENT:**

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

### **9. FILMING AT MEETINGS**

The Chair referred Members present to agenda Item 1 as shown on the agenda in respect of filming at this meeting, and Members noted the information contained therein.

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

None.

### **11. URGENT BUSINESS**

None.

### **12. DECLARATIONS OF INTEREST**

None.

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

None.

### **14. MINUTES**

**RESOLVED** that the minutes of the meeting held on 25 March 2019 be approved.

### **15. CHILDREN SERVICES SOCIAL WORKER OFFER**

Ian Morgan, Reward Strategy Manager, introduced the report as set out. There were particular problems recruiting / retaining social workers within Children's Services, which was not unusual across other local authorities. 2015/16 saw the introduction of a recruitment / retention payment, however, the increase in recruitment of social workers has had a knock on effect on the payment schedule of the retention offer. The purpose of the paper was to therefore amend the payment schedule so that once an officer moved to the retention offer, they would be paid pro-rata in January and July.

In response to questions from the Committee, it was noted that:

- The purpose of the recruitment and retention offer was to encourage the recruitment of experienced social workers. There were separate programmes in place for the recruitment of newly qualified social workers.
- Since the implementation, there had been around a 5% reduction in the use of agency staff. Further information could be provided in an update to the next meeting.

**RESOLVED that the amendments to the payment schedule for the Children's Services Social Worker Offer be approved.**

## **16. APPOINTMENT AND DISMISSAL OF SENIOR OFFICERS**

Ian Morgan, Reward Strategy Manager, introduced the report as set out. The purpose of the report was for the Committee to consider the proposed changes to Part 4, Section K of the Council's Constitution and provide any comments to the Standards Committee.

The Committee made the following points and requested that these points, along with clarification from Legal be provided to the Standards Committee:

### **Part 4, Section K**

Paragraph 7 (a) – were there any provisions for where investigations may take longer than two months?

***Post meeting response:*** *this is a statutory requirement under the Local Authorities Standing Orders Regs 2001, Schedule 3, Paragraph 3.*

Paragraph 6 (c) – this did not seem to be relevant to Haringey Council, as it seemed to refer to an Executive Mayor – could this be removed?

***Post meeting response:*** *this can be removed.*

Paragraph 9 – the definitions did not include the Chief Executive – should this post be listed?

***Post meeting response:*** *Chief Executive could be added to the list of Corporate Board members.*

Paragraph 4 (b) referred to the appointment / dismissal / discipline of the CE of Alexandra Palace as not being under the remit of the S&R Committee, however paragraph 9 included the Chief Executive of Alexandra Palace under the definition of Director. Clarity was sought as to the meaning of 'as appropriate' – what areas of the role were covered if Paragraph 4 (a) did not apply to the CE of Alexandra Palace?

***Post meeting response:*** *For the purposes of Part 4 Section K, the CE of Alexandra Palace does not need to be included in the definition of 'Director'. This definition applies and is relevant under the Officer Scheme of Delegation at Part 3, Section E, Part 1.*

Paragraph 9 – definitions. Clarity was sought on the listing of the posts under ‘Corporate Board’ and whether any change to the post name would mean that the rules of Part 4 Section K did not apply until the Constitution had been updated.

**Post meeting response:** *Changes to post names can be updated and approved by the Assistant Director of Corporate Governance, and would not require a decision by Full Council to do so. All posts under the definition of ‘Director’ would be under the remit of S&R.*

Clarity was sought in relation to the number of posts that the Committee would no longer be involved with.

**Post meeting response:** *In practice, currently this would affect four posts:*

- *Head of Programme Delivery*
- *Head of Construction Related Property Delivery*
- *Chief Information Officer*
- *Capital Accountant*

*All posts under the definition of ‘Director’ would be under the remit of S&R.*

The Committee requested that responses to these queries be provided to the Standards Committee on 25 June 2019 for their information whilst considering the report.

**RESOLVED that the amendment to Part Four, Section K of the Council’s Constitution ‘Officer Employment Procedure Rules’ be noted.**

## **17. PROGRESS OF THE APPRENTICESHIP LEVY**

Daksha Desai, Acting Head of HR & Head of Workforce Programmes, and Maxine Sobers, Workforce Resourcing Manager introduced the report as set out.

The Government had introduced the Apprenticeship Levy in April 2017, and it was an area which needed improvement within the Authority. The levy for Haringey was approximately £862,000 per year (including schools), and the apprenticeship target for public bodies was to appoint 50 apprentices per year. There had been a London-wide struggle for boroughs to meet this target.

The following was provided in response to questions from the Committee:

- In Haringey, there had been 36 apprenticeships created. 14 of these were new staff, and 22 internal staff. For schools, there were 18 new staff and 5 internal staff apprenticeships created.
- The main challenges were that apprenticeships were not always readily available, and they required a dedicated resource and central fund. A report would be put to the Council’s Corporate Board to develop a strategic plan.
- There was a need for a central fund to pay for salaries – the levy paid to the Government could only be used for training purposes.
- All levy contributions expired monthly after 24 months, and is redistributed by the HMRC to small businesses. So far, there had been £62,000 of expired funding.

- Where other boroughs had been successful in providing apprenticeship schemes, this was because they had a team of people, and long established programmes in place. Prior to 2015, Haringey had not introduced any apprenticeships for some time.

The Chair requested that regular progress updates be provided to the Committee.

**RESOLVED that the report be noted.**

**18. DIGNITY AT WORK POLICY**

Ian Morgan, Reward Strategy Manager, introduced the report as set out. The report sought approval of the Dignity at Work Policy. Officers had worked closely with the Trade Unions and had incorporated most of the comments made.

**RESOLVED that the Dignity at Work Policy be approved.**

**19. CODE OF CONDUCT**

Ian Morgan, Reward Strategy Manager, introduced the report as set out. The tone of the policy had changed considerably, and aimed to be not only conforming with current legislation, but to be ahead of it.

**RESOLVED that the Code of Conduct be approved.**

**20. PEOPLE REPORT - MARCH 2019**

Ian Morgan, Reward Strategy Manager, introduced the report as set out. It was noted that although the headcount of interims had slightly reduced, the cost had increased.

**RESOLVED that the report be noted.**

**21. NEW ITEMS OF URGENT BUSINESS**

None.

**22. DATES OF FUTURE MEETINGS**

1 October 2019

CHAIR: Councillor Makbule Gunes

Signed by Chair .....

Date .....