

# **MINUTES OF MEETING Staffing and Remuneration Committee HELD ON Thursday, 2nd December, 2021, 7.00 - 7.55 pm**

## **PRESENT:**

**Councillors: Dhiren Basu (Chair), Gideon Bull (Vice-Chair) and Julie Davies**

**ALSO ATTENDING: Dan Paul (Chief People Officer), Karen Gooday (Head of Employment, Reward & Transformation), James Wills-Fleming (Council Accommodation Strategic Commissioner), Sean Fox (Unison) and Felicity Foley (Committees Manager)**

## **8. 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.

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

Apologies for absence were received from Councillor Adje.

## **10. URGENT BUSINESS**

None.

## **11. DECLARATIONS OF INTEREST**

None.

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

Sean Fox, Branch Secretary for Unison, addressed the Committee in respect of item 11 – HR Change Management Policy.

The main issue with the proposed policy was the length of pay protection for staff. Unison considered three years to be a reasonable length of time and requested that the Committee review the proposal and increase the length of pay protection to between 18 months and three years.

*Clerks note - the Chair re-ordered the agenda to consider item 11 – HR Change Management Policy. The minutes follow the order of the agenda.*

### **13. MINUTES**

**RESOLVED** that the minutes of the meetings held on 20 September 2021 and 18 October 2021 be approved as a correct record.

### **14. UPDATE ON THE COUNCIL'S APPROACH TO THE WAY STAFF WORK AND USE ITS OFFICE ACCOMMODATION**

James Wills-Fleming, Council Accommodation Strategic Commissioner, introduced the report as set out.

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

- The latest government guidance had not changed in terms of working from home. The Council would continue to follow public health guidance. Staff were encouraged to wear masks whilst moving around the office, and all desks were set out to be socially distanced.
- It was important for staff to recognise that they should start to return to the office and 100% working from home was not the direction that Haringey was travelling in.
- Staff would be encouraged to work from the office to reconnect with colleagues and collaborate on projects.

**RESOLVED** that the report be noted.

### **15. SCHOOLS PAY POLICY REPORT 2021/22**

Dan Paul, Chief People Officer, introduced the report as set out.

**RESOLVED** that the updated Haringey Schools Model Pay policy for September 2021 and recommend its adoption to Haringey maintained Schools be approved.

### **16. PAY POLICY REPORT**

Dan Paul, Chief People Officer, introduced the report as set out.

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

- In most cases, the returning officer was always the Chief Executive. This was mainly because the Chief Executive was the most senior member of staff and were able to command resources across the Council to run an election.
- Paragraph 13.2 implied that redundancy schemes were subject to change. Dan Paul agreed to remove this wording as it was not required, and advised that the website would always reflect the current scheme.

**RESOLVED** that the draft Pay Policy Statement 2022/23, attached at Appendix A be approved.

### **17. HR PARENTAL POLICY - PROGRESS REPORT**

Karen Gooday, Head of Employment, Reward & Transformation, introduced the report as set out. This was a key policy area as identified by the Committee to update. There were nine areas in the policy with various practice notes.

**RESOLVED** that the proposals for changes in benefits outlined in this report be agreed so that a policy can be prepared to be discussed with relevant stakeholder groups and Corporate Board.

## **18. HR CHANGE MANAGEMENT POLICY - AGREEMENT OF CHANGES**

Karen Gooday, Head of Employment, Reward & Transformation, introduced the report as set out.

Members commented that the progress made was a tribute to officers and the Unions. It was suggested that 18 months full pay protection, with regular reviews, would be a good compromise in response to the deputation made by Unison. This proposal was agreed by all members of the Committee.

**RESOLVED** that

1. the proposals in this report be considered, in particular where agreement has not been reached on the principal of pay protection with the Trade Unions; and
2. the proposals outlined in this report be agreed so that the Policy and Practice note can be prepared for consultation with Corporate Board and the relevant stakeholder groups.

## **19. HR POLICY REVIEW - PROGRESS REPORT**

Karen Gooday, Head of Employment, Reward & Transformation, introduced the report as set out.

**RESOLVED** that the report be noted.

## **20. NEW ITEMS OF URGENT BUSINESS**

None.

## **21. DATES OF FUTURE MEETINGS**

1 February 2022  
22 February 2022

## **22. EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED** that the press and public be excluded for the remainder of the meeting as agenda item 16 contained 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 and 2.

**23. EXEMPT MINUTES**

**RESOLVED** that the exempt minutes of the meeting held on 20 September 2021 be approved as a correct record.

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

None.

CHAIR: Councillor Dhiren Basu

Signed by Chair .....

Date .....