

MINUTES OF MEETING STAFFING AND REMUNERATION COMMITTEE HELD ON MONDAY, 27 JUNE 2022, 7-8.15PM

PRESENT:

Councillors: Rice (chair), Ali, Stennett (vice-chair), and Davies

ALSO ATTENDING:

Dan Paul (Chief People Officer), Karen Gooday (Head of Employment, Reward, & Transformation), Andrew Meek (Head of Organisational Resilience), Alexis Correa (Deputy Head of Service for Health & Safety), Daria Polovina (BECC Manager), and Jack Booth (Principal Committee Co-ordinator).

1. FILMING AT MEETINGS

Members noted that the meeting was recorded by the council for live and subsequent broadcast via the council's internet site.

2. APOLOGIES FOR ABSENCE

There were no apologies for absence.

Councillor Isilar-Gosling joined the meeting virtually but could not be considered to be present for the purposes of the attendance record. Councillor Williams also attended virtually.

3. URGENT BUSINESS

None.

4. DECLARATIONS OF INTEREST

None.

5. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS

None.

6. MINUTES

Matters arising:

The Chief People Officer highlighted that the actions from the minutes from 21 February 2022 around the discontinuance of the Consultancy Policy had been achieved.

RESOLVED

To confirm and sign the minutes of the meeting held on 21 February 2022 and 11 April 2022.

To discontinue the Consultancy Policy.

7. HR POLICY REPORT

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

In response to member questions the Head of Employment, Reward, & Transformation gave the following answers:

- Voluntary public duties, such as being a special constable or school governor, were covered by the Leave and Time Off policy, not the proposed Employee Supported Volunteering Policy. **Action: circulate Leave and Time Off Policy;**
- Volunteering opportunities would be advertised through a dedicated intranet page that would be updated regularly with appropriate links;
- When volunteering at an organisation, the organisation would take on any liability associated with the role. The council's commitment in the Employee Supported Volunteering Policy was in giving the employee time off to volunteer;
- Volunteering was defined at 3.2 of the Employee Supported Volunteering Policy. The volunteering opportunity must:
 - o Contribute to an individual's personal development;
 - o Support Haringey through contributing to the objectives of the Borough Plan and/or supporting our social value objectives;
 - o Benefit the organisation, either directly or by building the knowledge and experience of the workforce.
- Volunteering leave would be recorded on the HR System.
- Regarding, the Conflicts of Interest Policy it was highlighted that on page 25 the sentence that read '[a]n employee's spouse invited to become Chair of Governors' should be changed to 'elected to become Chair';
- When giving references it was good practice to outline in what capacity the reference was coming from, either personal or professional; and
- The individual can request a copy of a reference from the person providing it.

RESOLVED

To consider and approve each of the following policies, attached at appendices A-C:

- a. Employee Supported Volunteering Policy;
- b. Conflict of Interests Policy; and
- c. Employment References Policy.

8. THE PEOPLE REPORT

The Chief People Officer introduced the report as set out.

In response to member questions the Head of Employment, Reward, & Transformation gave the following answers:

- When the Chief People Officer had arrived at the council there were 19 apprentices, this figure had since significantly increased. The council were keen to make the best use of the apprenticeship levy through employing more apprentices, as they brought added benefits to the workforce. There was a push across the council to utilise apprentices. The latest figures on apprenticeships had decreased due to a large portion of apprenticeships finishing at the same time. While the apprenticeship figures were liable to fluctuations, there was an overall push from all directorates to utilise apprentices where possible;
- Not all apprenticeships led to employment at the council. However, it was a definite focus to move apprentices into employment. This was why the volume of apprenticeships was not a sole focus, as permanent employment was not guaranteed; and
- A councillor asked for a report on the progress of the integration into the council of Homes for Haringey staff. The Chief People Officer said that he would ask David Joyce, Director of Housing, Regeneration, & Planning to attend the next meeting to give a presentation and take questions.

RESOLVED

To note the contents of the report.

9. WORKFORCE AND WELLBEING STRATEGY

The BECC Manager introduced the report as set out.

A councillor commented that it was a very constructive document, giving a clear outline what the council should be doing for the workforce. It was thought that the section on women's wellbeing could be expanded. This was particularly pertinent as this group were more likely to have their wellbeing impacted through factors such as domestic abuse and difficulties around childcare. The Head of Organisational Resilience said that they would go back and expand on this section of the strategy.

Another councillor commented that they welcomed the inclusion of economic wellbeing. This was not included in most wellbeing strategies he had seen; it was particularly welcome as the cost-of-living crisis deepened.

In response to member questions the BECC Manager and Head of Organisational Resilience gave the following answers:

- The Head of Organisational Resilience said that he would come back to this committee on an annual basis with a report on impact of the wellbeing strategy. They were currently in the process of asking each directorate to set up their own wellbeing groups, which would be complement with a central steering group. There would also be a wellbeing hub on the intranet from employees to find out more information about staff benefits and wellbeing generally; and
- There would be staff surveys sent out to get formal feedback on areas to focus on going forward.

RESOLVED

To approve the Workforce Wellbeing Strategy 2022-25.

10. CORPORATE HEALTH, SAFETY AND WELLBEING STATEMENT AND POLICY

Deputy Head of Service for Health & Safety introduced the report as set out.

A councillor commented that at page 89 section 3 'sex (gender) including gender reassignment', had been grouped together. It was felt these two categories should be separated as was the case in Equality Act 2010 which outlined these as separate characteristics. The Deputy Head of Service for Health & Safety said that he would make this amendment.

In response to member questions the Deputy Head of Service for Health & Safety and Head of Organisational Resilience gave the following answers:

- Changes to the policy needed to be authorised through the Staffing and Remuneration Committee. Authorising the Chief Executive Officer to make minor amendments to the policy, which would be presented to this committee for ratification, would speed up organisational change when needed. An example of minor change would be an adjustment to wording which did not materially effect changes to the policy; and
- The policy review was set every 26 months so that there was two months lead time to review the policy before it expired;

RESOLVED

1. To approve the draft Corporate Health, Safety and Wellbeing Statement Policy, attached at Appendix A.
2. To authorise the Chief Executive Officer, in consultation with the Chair of the Staffing and Remuneration Committee, with the Corporate Health, Safety and Wellbeing Board and with the Corporate Leadership Team, to make such amendments to the policy as considered to be minor. These amendments are to be reported at the next Committee meeting.

11. NEW ITEMS OF URGENT BUSINESS

None.

12. DATES FOR THE NEXT MEETINGS

Thursday, 20 October 2022
Tuesday, 21 February 2023

All meetings to commence at 7pm unless otherwise stated.

CHAIR: Councillor Reg Rice

Signed by Chair

Date

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