

MINUTES OF THE GENERAL PURPOSES COMMITTEE MEETING HELD ON WEDNESDAY 3RD JULY 2024, 7:05PM – 7:35PM

PRESENT:

Councillors: Cressida Johnson (Chair), Erdal Dogan, Kaushika Amin

1. FILMING AT MEETINGS

The Chair referred to the notice of filming at meetings and this information was noted.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllr Carrol.

3. URGENT BUSINESS

There were no items of urgent business.

4. DECLARATIONS OF INTEREST

There were no declarations of interest.

5. DEPUTATIONS / PETITIONS / PRESENTATIONS / QUESTIONS

There were no deputations/petitions/presentations or questions.

6. MINUTES

RESOLVED

That minutes of the meeting of 8th February 2024 be agreed as a correct record.

7. PEOPLE REPORT - MAY 2024, MARCH 2024 DATA

Tanya Patchett, Head of Employee Relations, Business Partners & Reward, introduced the report as set in the agenda pack. The People Report combines key workforce data and analysis including headcount, the cost of both the permanent workforce and off payroll arrangements, starters/leavers, sickness absence and Apprentices as shown in Appendix A.

The following was noted in response to questions from the committee:

- In regard to statistics within the report, it was noted that it was likely for the Council to have more long-term sickness absence due to the Council's workforce profile.
- The data provided within this report would be updated and relayed to members of the committee three times a year.
- It was noted by members that it would be useful to have a breakdown of the number of agency staff in each directorate. It was explained that the Portfolio

lead would receive a detailed report on agency staff. This report would not come to the committee in directorate format. The Chair agreed that further detail on this could be provided to members ahead of the committee.

- Specific information on the employment rates within each local area of the Council was not tracked, however, there was targeted recruitment in the vicinity. The recruitment policy would be brought back to the committee periodically.
- Members noted that further detail on FTE'S within each team would be useful.

RESOLVED

The Report is for information and for the Committee to note.

8. HR Policies – Proposed changes and revised timescales

Tanya Patchett, Head of Employee Relations, Business Partners & Reward, introduced the report as set in the agenda pack. The report sought out a new proposal for approaching the revision of policies in Haringey council and presents some timescales when further changes will come forward in 2024/25.

The following was noted in response to questions from the committee:

- Within 3 years the second written warning stage of the disciplinary policy had been used 4 times in total. This stage was not in line with best practice from a HR perspective and despite this not being frequently used, this was clearly set out for management to use where necessary.
- Members would like to be informed of any changes made to policy, these would not be substantial changes or structural changes to policy. Officers explained that often due to changes in legislation, minor changes are required which cannot wait for these committees; this would pose a potential risk as the committee only meets 3 times a year.
- Unions had concerns in regard to the second written warning removal, this was discussed at length but an agreement could not be reached hence bringing forward to the Committee.
- Cllr Amin did not agree with recommendations 3.2 and 3.3 as written at moment. Officers reiterated that these recommendations would be reviewed thoroughly and returned to the Committee in January for an update.

RESOLVED

3.1 To approve the attached updated Sickness Absence Policy at Appendix 1 and Disciplinary Policy at Appendix 2.

3.2 To delegate authority to the Chief People Officer to remove the second written warning stage of the Disciplinary Policy if by 31 December 2024 it has not been used as a disciplinary sanction

3.3 To delegate authority to the Chief People Officer to make any changes as considered minor.

3.4 To note the timescale listed at paragraph 6.8 for further HR policy updates

9. NEW ITEMS OF URGENT BUSINESS

There were no new items of urgent business.