



Haringey Council

[No.]

Agenda item:

General Purposes Committee

On 29 March 2010

Report Title. **Review of Dependant's allowance for attendance by employees at evening meetings.**

Report of **Stuart Young, Assistant Chief Executive (People & OD)**

Stuart Young

Date *18/3/10*

Contact Officer : **Steve Davies, Head of Human Resources, 020 8489 3172**

Wards(s) affected: **ALL**

Report for: **Key decision**

1. Purpose of the report

1.1. To approve the increase in the Dependant's allowance.

2. Introduction by Cabinet Member – Cllr Bob Harris

3. State link(s) with Council Plan Priorities and actions and /or other Strategies:

3.1. Links with People Strategy – Ways of Working theme to get the best out of our people and support continued and sustained improvement in performance and reviewing HR Policies and Procedures.

4. Recommendations

4.1. To approve the increase of the maximum Dependant's allowance from £4.00 per hour to £5.80 per hour in line with the minimum wage – adult rate, with effect from 1 April 2010 and in future to be linked to increases in the national minimum wage – adult rate.

5. Reason for recommendation(s)

5.1. This allowance was last reviewed in 1990 and was not linked to any allowance increases so has remained at £4.00 per hour ever since. The trade unions have

requested that the rate be increased to at least the minimum wage.

6. Other options considered - None

7. Summary

- 7.1. The purpose of the Dependant's allowance is to ensure that no employee is prevented from attending evening meetings when required as part of their work.
- 7.2. This allowance is a reimbursement for costs incurred by an employee where their dependant needs a babysitter/carer (where there are no family or friends available) whilst they are attending an evening meeting outside of their normal working hours.
- 7.3. The reimbursement will be for the duration of the evening meeting and up to one hour after to allow for travelling time. The hourly Dependant's allowance paid is the actual cost incurred by the employee up to a maximum of £5.80.
- 7.4. The allowance will provide reimbursement for looking after children up to the age of 16 and severely ill or disabled dependants in need of care.
- 7.5. Payment will only be paid on the production of a receipt or some form of proof of expenditure outlining the name and contact details of both the employee making the claim and the babysitter/carer, the amount paid and the period being paid.
- 7.6. The trade unions and key budget holders of the affected employees are in agreement with this allowance increase.

8. Chief Financial Officer Comments

8.1 The Chief Financial Officer has reviewed the recommendation and notes the limited financial implications. The sums are small and can be contained within existing budgets.

9. Head of Legal Services Comments

9.1 The Head of Legal Services has been consulted on the content of this report. Section 112 of the Local Government Act 1972 provides that the Council can apply such reasonable terms and conditions of employment in respect of its employees as it thinks fit. This recommendation falls within the application of such reasonable terms.

10. Head of Procurement Comments –[Required for Procurement Committee]

10.1. Not applicable.

11. Equalities &Community Cohesion Comments

11.1. There are no equalities implications

12. Consultation

- 12.1. This has been discussed at the Council's Corporate Industrial Relations meeting and was agreed by the Trade Unions.
- 12.2. The managers of the affected employees have also been consulted and agree

to the change.

13. Service Financial Comments

13.1. There should be limited financial implications arising from the proposed changes as the changes should apply to very few cases i.e. In the last 12 months 5 employees have claimed this allowance via payroll. The total hours claimed was 306.2. Based on the last 12 months claims the estimated annual cost for increasing this allowance to £5.80 is approx £550.00. There are ongoing costs for linking this allowance to minimum wage increases. The minimum wage increase this year was 1.2%. The next review is due on 1 October 2010.

13.2. This increase can be contained within current budget provisions.

14. Use of appendices /Tables and photographs

14.1. None

15. Local Government (Access to Information) Act 1985

No documents that require to be listed were used in the preparation of this report

