

**MINUTES OF THE GENERAL PURPOSES COMMITTEE
MONDAY, 29 MARCH 2010**

Councillors Meehan (Chair), Griffith (Vice-Chair), Bloch, Khan, Santry and Whyte

Apologies Councillors Alexander and Bull

Also Present: Robert Curtis (Service Manager Street Enforcement Team), Stuart Young (Assistant Chief Executive – People & Organisational Development), Kevin Bartle (Head of Finance), Steve Davies (Head of Human Resources), Terence Mitchison (Senior Project Lawyer), Natalie Cole (Clerk), Sean Fox (UNISON Branch Secretary) and Chris Taylor (UNISON Assistant Branch Secretary)

**MINUTE
NO.**

SUBJECT/DECISION

GPCO48.	<p>APOLOGIES FOR ABSENCE (IF ANY)</p> <p>Apologies for absence were received from Councillor Bull (who was substituted by Councillor Liz Santry) and Councillor Alexander.</p>
GPCO49.	<p>URGENT BUSINESS</p> <p>There were no urgent items.</p>
GPCO50.	<p>DECLARATIONS OF INTEREST</p> <p>There were no declarations of interest.</p>
GPCO51.	<p>DEPUTATIONS/PETITIONS</p> <p>Deputations were received from Sean Fox (UNISON Branch Secretary) on Agenda Item 6 – Redeployment Policy and Restructure Policy and Chris Taylor (UNISON Assistant Branch Secretary) on Agenda Item 7, Review of Dependants Allowance.</p>
GPCO52.	<p>MINUTES</p> <p>The minutes of the meeting held on 12th January 2010 were confirmed as a correct record of the meeting.</p>
GPCO53.	<p>ORDER OF AGENDA</p> <p>It was agreed that the order of agenda be amended to accommodate those in attendance. The minutes will be in the order that the items appear on the agenda.</p>
GPCO54.	<p>REDEPLOYMENT AND RESTRUCTURE POLICY UPDATE</p> <p>The Committee received the report seeking approval to changes to the Redeployment Policy and Restructure Policy, introduced by Steve Davies, Head of Human Resources (HR).</p> <p>The Committee noted the deputation by Sean Fox , UNISON Branch Secretary including:</p>

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- concerns that the 0-12 week timelines (by which redeployment would occur) were too vague,
- that there should be minimum consultation period,
- where ring-fencing was concerned there should be no more than a reduction in salary of more than 1 scale,
- assurance was needed that an Equalities Impact Assessment would be conducted.

The Committee requested that a process be put in place to ensure that all Council vacancies were notified to the Human Resources Department as soon as they became available.

The Committee asked that all redeployments began as a 12 week period but in cases where there was little or no chance of redeploying employees (for example due to their specialist skills not being required elsewhere in the Council) that shorter redeployment periods be agreed with the relevant employees. It was agreed that the Council would issue a statement to the relevant employees if they were to be given less than a 12 week redeployment period. In response to its concerns the Committee noted that HR would be responsible for monitoring the consistency of this process.

The Head of HR clarified the wording in the 'General Principles' section of the Restructure policy (page 18 of the agenda pack) should read "..... to minimise redundancies arising from restructuring. The Council may for example put in place recruitment freezes, reduce overtime unless absolute necessary for the effective running of the service, give consideration to employee requests for voluntary downgrading or redeploy staff into suitable posts in other areas...."

The Head of HR confirmed that the Council generally conducted a minimum 30-day consultation period with unions and also that equalities impact assessments are undertaken before restructures were implemented.

The Head of HR agreed to amend the wording in the section 'Explanation of Ring Fences' in the proposed Restructure Policy (Page 23 of the agenda pack, section "D") to state "...employees will not be ring fenced into a selection process where there is a clear promotion i.e. more than one grade or where the new job is more than one grade below) the individual's substantive grade".

The Committee asked that the wording under the heading "Failure to co-operate with the process" (Page 25 of the Agenda Pack) should be more specific about where someone was potentially looking to circumvent the process of redeployment with the intention of obtaining a larger redundancy payment.

RESOLVED that the updates to the Redeployment Policy and Restructure Policy be approved.

GPCO55. REVIEW OF DEPENDANT'S ALLOWANCE

The Committee received the report seeking approval of the increase in the dependant's allowance for attendance by employees at evening meetings, introduced by Steve Davies, Head of Human Resources (HR).

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	<p>The Committee noted the written submission by Chris Taylor, UNISON Assistant Branch Secretary including the suggestion that the allowance be linked to the London Living Wage rate and the response by the Head of HR that it was possible to increase the rate from £5.80 to £7.60 per hour without a major financial implication for the Council.</p> <p>In response to the Union's suggestion that managers were given the discretion to authorise actual expenditure about £7.60 per hour in exceptional circumstances the Head of HR emphasised that only HR staff would agree exceptional circumstances and not managers.</p> <p>RESOLVED that the increase of the maximum Dependant's allowance from £4.00 per hour to £7.60 per hour in line with the London Living Wage rate and 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.</p>
GPCO56.	<p>RECRUITMENT POLICY UPDATE</p> <p>The Committee received the report seeking approval of the updated Recruitment Policy introduced by Steve Davies, Head of Human Resources (HR).</p> <p>In response to Councillor Khan's concerns that a large proportion of Haringey's residents did not have internet facilities in their homes the Head of HR advised that research showed that 90% of the borough's residents were online. The Committee asked that in relation to Policy Principle number 3 (Page 37 of the Agenda Pack) there be clear signposts in the Council's recruitment media pointing residents to free internet access provided by the Council.</p> <p>The Committee noted that there was a management toolkit for the policy including timescales to be applied for recruitment.</p> <p>Officers agreed to report back to the Committee on the Recruitment Policy in 1 year.</p> <p>RESOLVED that the updated Recruitment Policy be approved.</p>
GPCO57.	<p>STREET DRINKING/CONTROLLED ZONE</p> <p>The Committee received the report recommending approval for a proposed extension of street drinking controls for Police through adoption of new controlled areas in respect of alcohol consumption in public places.</p> <p>The Committee noted that the proposed area in St Ann's Ward had been subject to the displacement of street-drinkers due to the current street-drinking controls in the Wicks area.</p> <p>In response to its questions the Committee noted that street drinkers often left rubbish in the area and intimidated passers by. The proposals were supported by local residents, councillors and the Police and other agencies including outreach workers had been involved in the process.</p> <p>RESOLVED</p>

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- i. That the evidence collated in relation to crime and disorder, nuisance and anti social behaviour associated with street drinking locations in the proposed area and the responses to the formal consultation on the proposed Order to control alcohol consumption in the public places designated in the appendices 1,2 and 3 of the report be noted.
- ii. That the Committee is satisfied that nuisance or annoyance to members of the public, or a section of the public, and disorder, are associated with the consumption of intoxicating liquor in the public places proposed for designation.
- iii. That the proposed Order under section 13 of the Criminal Justice and Police Act 2001 identifying and designating the public places areas (shown in the appendices 1, 2 and 3 of the report) for controlling the consumption of intoxicating liquor be made.
- iv. That the Order, taking effect in April or May 2010, after advance warning has been given in a local newspaper notice and appropriate street signage, be agreed.

GPCO58. TREASURY MANAGEMENT – 4TH QUARTER

The Committee received the report updating on the Council's treasury management activities for the fourth quarter period ending 31st March 2010, introduced by Kevin Bartle, Head of Corporate Finance. Mr Bartle outlined to the Committee that the recently Council approved 2010/11 Treasury Management Strategy Statement (TMSS), amongst other revisions since last year, included a change of emphasis in that the Council no longer relies solely on credit rating agency ratings of institutions but that other considerations are taken into account. Following which a specific list of eligible institutions results, in which the Council may invest its surplus funds (paragraph 9.3, page 61 of the agenda pack).

In response to a question from Committee Members it was noted that the Council's application for permission to capitalise costs of £11.1 million for the estimated impairment of the Icelandic investments, referred to in paragraph 10.3 of the report, was at the higher end of the range of the calculation to derive the value of the impairment. It would not necessarily exactly equate to the noted 83.3% recovery rate referred to in paragraph 10.3. The Committee noted the successful outcome to the capitalisation application process given very few other Local Authorities had received permission from the DCLG to capitalise potential Icelandic related losses.

The Committee noted further planned borrowing for next year (paragraphs 11-11.3).

RESOLVED that the Treasury Management activity undertaken for the fourth quarter and period ending 31 March 2010 be noted.

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GPCO59.	AGREEING ACCOUNTING POLICIES The Committee received the report seeking approval for amendments to the accounting policies that were being used for the closure of the Council's accounts for 2009/10, introduced by Kevin Bartle, Head of Corporate Finance. The Committee noted that the Council had been following properly its accounting policies but amendments were recommended following the external auditors' review. The suggested revisions were substantially presentational however a specific revision was necessary in light of the revised accounting requirements for Private Finance Initiatives (PFIs). RESLOVED that the amendments made to the accounting policies to be used for the closure of the Council's accounts for 2009/10 be approved.
GPCO60.	NEW ITEMS OF URGENT BUSINESS There were no new items of urgent business.
GPCO61.	EXCLUSION OF THE PRESS & PUBLIC RESOLVED that the press and public be excluded from the meeting for consideration of Agenda Items 14 and 15 as they contained exempt information as defined in Section 100a of the Local Government Act 1972; namely information that was likely to reveal the identity of an individual, and information relating to any individual.
GPCO62.	MINUTES OF GENERAL PURPOSES COMMITTEE SUB-BODIES i. <u>Council and Employee Joint Consultative Committee (CEJCC) minutes</u> RESOLVED that the minutes of the Council and Employee Joint Consultative Committee (CEJCC) meetings held on 30 th June 2009 and 6 th October 2009 be noted. ii. <u>Staff Dismissal and Disciplinary Appeals and Grievance Hearings Minutes</u> RESOLVED that the minutes of Staff Dismissal and Disciplinary Appeals and Grievance Hearings held on the following dates be noted. 23 rd April 2009 2 nd , 3 rd & 10 th July 2009 16 th July 2009 1 st September 2009 28 th September 2009 8 th October 2009 15 th October 2009 16 th & 19 th October 2009 & 1 st February 2010 20 th October 2010 14 th December 2010 4 th February 2010 15 th February 2010

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GPCO63.	NEW ITEMS OF EXEMPT URGENT BUSINESS There were no new items of exempt urgent business.
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Councillor GEORGE MEEHAN

Chair

Councillor

Chair

SIGNED AT MEETING.....DAY

OF.....