



Haringey Council

Report for:	Staffing & Remuneration Committee	Item Number:	
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Title:	Progress of Minuted Actions
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Report Authorised by:	Jacquie McGeachie – Assistant Director, Human Resources.
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Lead Officer:	Carole Engwell - Human Resources
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Ward(s) affected: All	Report for Key/Non Key Decisions: N/a
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1. Actions from 8th September 2014 Staffing & Remuneration Committee

The actions for HR were minuted at Committee's Meeting on 20th September 2014 and the following outlines progress made so far.

2. The Haringey Academy

- 2.1 That further updates be given to the Committee in accordance with the agreed forward plan, and that the business case for the proposals be brought to the next meeting of the Committee in November 2014.
- 2.2 Officers are developing the Project Initiation Document (PID) and will be based on a number of engagement sessions and discussions with staff, managers and trade unions to ensure that the Vision and Objectives are both practical and beneficial. The scope of the Academy is broad and it is important at this early stage to get the commitment and agreement to what it's purpose is and how it will operate
- 2.3 The Haringey Academy is a work stream of the Workforce Plan, aligned to the Council's Medium Term Financial Plan (MTFS). Corporate reporting lines are through the Workforce Board with the Chief Operating Officer as the SRO (Senior Responsible Officer). The Academy's engagement and communications plan will align with the Reward Strategy and other elements of the Workforce Plan. Further information will be provided by the Haringey Academy Manager during the meeting.

3. Clarification to the Committee's Terms of Reference



Haringey Council

3.1 Officers were asked to review the current arrangements for the appointment of senior officers as defined by the terms of reference of the Remuneration Committee; to create a sub-committee to consider senior officer appointments and make necessary revisions to the constitution, to be adopted by Full Council on 24 November 2014.

3.2 Officers are drafting a report which will propose that a chief officer employment sub- committee be set up with the terms of reference to appoint and dismiss chief and deputy chief officers in accordance with the local government standing orders regulations and the officer employment rules in section 4 part K of the Councils constitution. The report will be submitted to Full Council at their meeting on 24 November.

4. Equalities and Inclusion in the Workplace

4.1 A report will be provided to the Committee in January to outline details of costs associated with the review of Equalities & Inclusion in the workplace and will give a timeframe for implementation.

4.2 A verbal report will be given at the Committee's meeting in November to update on progress so far.

5. Revised Health & Safety Policy

5.1 The Committee asked that that further reports be brought to the Staffing and Remuneration Committee on a quarterly basis in respect of monitoring the implementation and effect of the adopted policy.

5.2 Officers are developing a procedure to effectively monitor the implementation of the policy. Monitoring of both proactive initiatives such as the Stop Smoking campaign and well being initiatives introduced to reduce short term absence levels and improve the health of the workforce will be reported on. Information will also be provided relating to the impact of the policy on overall absence levels.

5.3 A full report relating to Quarter 2 activities will be presented to the Committee at their meeting on 26 January.