



REMUNERATION COMMITTEE

Monday, 21 January 2019 at 5.30 pm
Room 6, Civic Centre, Silver Street, Enfield,
EN1 3XA

Contact: Tariq Soomauroo
Committee Secretary
Direct: 020 8379 1872
Tel: 020 8379 1000
Ext: 1872
E-mail: tariq.soomauroo@enfield.gov.uk
Council website: www.enfield.gov.uk

MEMBERS: Councillors Tim Leaver, Hass Yusuf (Chair), Joanne Laban

AGENDA

1. WELCOME & APOLOGIES

2. DECLARATIONS OF INTEREST

Members of the Council are invited to identify any disclosable pecuniary, other pecuniary or non-pecuniary interests relevant to items on the agenda.

3. MINUTES OF THE LAST MEETING (Pages 1 - 4)

4. REPORTING PROCESS FOR THE CREATION OF HEAD OF SERVICE 3 POSTS

Julie Mimmagh (Head of HR & OD) to present Item.

TO FOLLOW

5. LONDON COUNCIL COMPARATIVE PAY RATES

Julie Mimmagh (Head of HR & OD) to present item.

TO FOLLOW

6. EXECUTIVE DIRECTORS, DIRECTORS AND ASSISTANT DIRECTORS - PAR OBJECTIVES ACHIEVED 2017/18

Julie Mimmagh (Head of HR & OD) to present item.

TO FOLLOW

7. REVIEW AND ADOPTION OF A STATUTORY PAY POLICY STATEMENT

Julie Mimmagh (Head of HR & OD) to present Item.

TO FOLLOW

8. AOB

9. DATE OF NEXT MEETING

Thursday 4th April 2019

REMUNERATION COMMITTEE - 23.7.2018**MINUTES OF THE MEETING OF THE REMUNERATION COMMITTEE HELD ON MONDAY, 23RD JULY, 2018**

MEMBERS: Councillors Joanne Laban (Leader of the Opposition and the Conservative Group) and Hass Yusuf (Chair)

Officers:

James Rolfe (Executive Director Resources), Ian Davis (Chief Executive), Julie Mimmagh (Head of HR & OD) and Tariq Soomauroo (Governance & Scrutiny)

137.

WELCOMES & APOLOGIES

Councillor Yusuf (Chair) welcomed everyone to the meeting.

Apologies for absence received from Councillor Leaver.

138.

DECLARATIONS OF INTEREST

There were no declarations of interest.

139.

MINUTES OF THE LAST MEETING

Minutes of the last Remuneration Committee held on 12th April 2018 were **AGREED.**

140.

VERBAL UPDATE ON THE CHIEF EXECUTIVE AND CHIEF OFFICER PAY AWARD

Julie Mimmagh (Head of HR & OD) provided a verbal update on the Chief Executive and Chief Officer pay award.

Noted;

- 2 year pay deal
- Pay awards 2% (April 2018) and 2% (April 2019)
- Chief Officer was delayed and now has been approved
- Award will be paid in August 2018 and backdated to April 2018

141.

REMUNERATION COMMITTEE - 23.7.2018

UNISON REQUEST FOR JOINT WORKING ON THE IMPLEMENTATION AND ASSIMILATION TO THE NEW NJC PAY SPINE FROM APRIL 2019- REPORT 'TO FOLLOW'

Julie Mimmagh (Head of HR & OD) tabled the Unison request for joint working under implementation and assimilation to the new NJC pay spine from April 2019.

Noted;

- Two-year pay deal restructured
- From 1st April 2019 a new simplified NJC pay scale will be introduced
- The Council is waiting for further guidance in relation to the assimilation of officers to the new pay scales
- This exercise may involve assimilation or the re-evaluation of some job descriptions
- HR will contact other London Councils to ensure a consistent approach is applied
- Unison have asked to be involved in this process and have provided training to their activists and paid officials to support their engagement in this exercise
- Money has been allocated in the Council budget for pay awards

142.

FOSTER CARER POLICY

Julie Mimmagh (Head of HR & OD) presented a report recommending the approval for paid Foster Carers Leave once the member of staff has been approved to become a foster carer (attached).

Noted;

- Foster carers are required to attend regular training, induction and reviews and often have to take annual or unpaid leave to attend (estimated up to 5 days)
- Providing up to 5 days additional paid leave for approved foster carers may encourage more staff becoming foster parents
- This will also provide additional paid leave on top of annual leave to support foster parents
- A comment was made that there should be more evidence including statistics of other Borough comparisons
- A question was asked whether there was a hand in hand policy on adoption
- Julie Mimmagh responded that the Council does have an adoption policy that provides similar entitlements to the current Maternity policy

AGREED;

REMUNERATION COMMITTEE - 23.7.2018

- The policy was approved on a trial basis and asked JM to review in 1 year and report back to the Committee.
- The Committee felt that in future we need to have something to measure by.

143.

PREMATURE BABY POLICY

Julie Mimmagh (Head of HR& OD) presented a report recommending the introduction of paid premature baby leave(attached)

Noted;

- Research shows that 8% of babies are premature
- 37 weeks or earlier is deemed premature
- Premature babies are more likely to have health needs and spend more time in hospitals
- During the early weeks after birth the parents face additional financial burdens including the cost of commuting to and from hospitals, parking etc
- Waltham Forest first London authority to implement
- Parents receive additional paid leave for each week the premature baby is in hospital from birth and up to and including the 37th week of confinement
- EMT suggested that both parents should be entitled to premature baby leave and pay as the report currently just proposes entitlement for the mother
- If option 4 is approved (in report), this will provide premature baby pay cap at 50% of salary

AGREED;

- The Committee approved Option 4, subject to a review coming back to the Committee in 12 months
- The Committee also approved extending premature baby pay and leave to both mothers and fathers employed by the Council.

144.

APPOINTMENT PROCESS TO HEAD OF SERVICE 3 POSTS - REPORT 'TO FOLLOW'

Julie Mimmagh (Head of HR & OD) tabled a paper outlining the recruitment process for HOS 3 posts.

Noted;

- The report explains that HOS3 posts carry a broad remit of responsibility and accountability that is reflected in the pay grade for these posts

REMUNERATION COMMITTEE - 23.7.2018

- The Council's Constitution is clear that all appointments at Head of Service and below are officer led
- It is recognised that the recruitment process must be robust and the Council would like to include two elected members (controlling party and opposition party) to sit on the interview panel in the capacity of key stakeholders

AGREED;

Councillors agreed to have members sit on panels

145.

RETENTION OF REGISTERED CHILDREN'S SOCIAL WORKERS - REPORT 'TO FOLLOW'

Julie Mimmagh (Head of HR & OD) tabled the report recommending proposals to support the retention of registered children's social workers

Noted;

- It was recommended to approve the additional benefit of one month paid sabbatical after three years continuous service for qualified children's social workers
- To approve further one month paid sabbatical on completion of a further three years' service from the date of the last sabbatical
- Julie Mimmagh advised that this is an area Enfield continues to struggle to recruit
- Enfield is competing within a competitive market, and social workers can earn more money as an interim or are being offered generous retention packages elsewhere
- These include generous incentives such as joining bonuses, retention payments, golden handshakes and housing packages
- The Council has a high turnover rate in this area and faces higher costs through the necessity to appoint more expensive interims

AGREED;

- Councillors approved the recommendation subject to a review on an ongoing basis (1 year)

146.

DATE OF NEXT MEETING

Tuesday 16th October 2018.