

Resources Department
Town Hall, Upper Street, N1 2UD

Report of: Interim Director of Law and Governance and Monitoring Officer

Meeting of: Personnel Sub-Committee

Date: 15 March 2023

Ward(s): N/A

THE APPENDICES TO THIS REPORT ARE EXEMPT AND NOT FOR PUBLICATION:

The appendices to this report contain the following category of exempt information as specified in paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972, namely: 'Information relating to any individual' and 'Information which is likely to reveal the identity of an individual'.

Subject: In the matter of Council Employees

1. Synopsis

- 1.1. This report provides an update on the progress of a matter and next steps relating to employees of the Council.

2. Recommendations

- 2.1. To consider the options available to the Sub-Committee and the implications for the Council and the employees.
- 2.2. To ensure that the most appropriate and reasonable outcome is achieved for the employee and the Council.
- 2.3. To authorise the Interim Director of Law and Governance and Monitoring Officer to take the actions outlined in the exempt appendix.

3. Background

- 3.1. The purpose of this meeting is to consider various issues in relation to the employment of employees of the Council.

4. Implications

4.1. **Financial Implications**

- 4.1.1. This information is contained within the exempt appendix. The Council's s151 officer is satisfied that the costs can be contained within the Council's budget.

4.2. **Legal Implications**

- 4.2.1. Independent legal advice and external counsel's advice on the matter is that the actions proposed in the exempt appendix are appropriate.
- 4.2.2. The Personnel Sub-Committee meets as and when required. It is responsible for the Council's personnel policies and procedures, the setting of terms and conditions of employment, health and safety policies and various other personnel related matters. Full details of the committee's responsibilities are available in the Terms of Reference in the Council's Constitution.

4.3. **Environmental Implications and contribution to achieving a net zero carbon Islington by 2030**

- 4.3.1. None arising from the content of this report.

4.4. **Equalities Impact Assessment**

- 4.4.1. The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.
- 4.4.2. An Equalities Impact Assessment is not required in relation to this report, because the decision being sought does not have impacts on residents and the impact of the decision on the individual employees has been considered as part of the arrangements detailed in the exempt appendix.

5. Conclusion and reasons for recommendations

- 5.1. To ensure that the most appropriate and reasonable outcome is achieved for the employees and the Council.

Appendices:

- Exempt Appendices 1 and 2

Background papers:

- None.

Final report clearance:

Authorised by: Marie Rosenthal

Interim Director of Law and Governance and Monitoring Officer

Date: 6 March 2023

Report Author: Marie Rosenthal, Interim Director of Law and Governance
Email: Marie.Rosenthal@islington.gov.uk

Financial Implications Author: Paul Clarke, Director of Finance
Email: Paul.Clarke@islington.gov.uk