

STAFFING AND APPEALS COMMITTEE - MINUTES

Date: Tuesday, 5th March 2019

Time: 10.00am – 11.00am

Place: Kreis Viersen Room, Shire Hall, Cambridge

Present: Councillors D Ambrose-Smith, P Hudson, B Hunt, M McGuire, J Schumann (Chairman), M Shellens (substituting for L Nethsingha), S Van de Ven (substituting for N Harrison) and J Whitehead.

Apologies: Councillors Harrison and Nethsingha.

59. DECLARATIONS OF INTEREST

There were no declarations of interest.

60. MINUTES – 1st MARCH 2019

The Chairman stated that the minutes of the meeting held on 1st March 2019 would be reviewed at the next meeting of the Committee.

61. PAY POLICY STATEMENT 2019-20 AND GENDER PAY GAP REPORTING

The Committee received a report outlining a review of data that had been due to be published on senior employee remuneration and the gender pay gap.

Members' attention was drawn to paragraph 3.1 of the report which stated that in previous years transparency data had been based on an employee's full time equivalent salary. The introduction of ERP Gold had enabled officers to identify an employee's remuneration taking into account their total earnings including additional payments i.e. market supplements or acting up allowances.

In relation to paragraph 3.6 of the report, outlining the median ratio of the Chief Executive's salary, to the median salary in the organisation, the HR Director explained that the Councils ratio was 1:7 and it had been the same the previous year. The Fair Pay Review recommended that the pay ratio should be no more than 1:20. He explained that Government were removing this measure so in future years the Council would ensure that they reviewed the ratio in against that of neighbouring authorities.

In discussing the report Members:

- Noted that the table of posts with remuneration of £50k and above that was included with the meeting papers was missing the column through a printing error. The missing column showed where posts were shared posts with Peterborough City Council. Members received an updated

document in the meeting. Members requested that the new Joint Post of Executive Director for Place and Economy be added to the report if the timing was appropriate with the appointment. Members requested that officers clarified the missing text from the sentence at the end of the table on page 13 of the report. **ACTION**

- Queried why the position of Head of IT Services in Norwich was in the Cambridgeshire County Council (CCC) list. The HR Director explained that this post was employed by CCC so had been included in the list. Members requested that all LGSS posts be highlighted on the list and that the posts were grouped by Directorate. **ACTION**
- Discussed the levels of salaries within the organisation in relation to neighbouring authorities and the private sector. One Member commented that they did not feel the salaries that the Council paid senior staff were significant enough.
- Queried whether the move to Alconbury would have an impact on the salary bill. The HR Director clarified that there would be no impact on pay but that there may be costs associated with the relocation which would be reviewed and negotiated.
- Noted that the Gender Pay Gap data had to be based on data from the 31 April 2018, so was 11 months old. There had been changes to the workforce since then with the closure of Cambridgeshire Catering and Cleaning Services. The mean pay gap stood at 13% but it had been estimated that this would change to 10% once the new data had been reviewed. One Member highlighted that there was still a large difference in the upper quartile gap of 28.44% and questioned whether the Council held data in relation to these posts that could be reviewed. She queried whether the Council was perpetuating an inequality if men were already earning higher salaries in other organisations and their starting salaries reflected this when joining CCC. The HR Director explained that some sample testing of agreed starting salaries of men and women had been due to take place and that a report had been designed that would be run in April to review patterns in the data. One Member queried whether the part time working played a role within the gender pay gap and highlighted that there were no part time roles in the senior positions within the organisation. The HR Director explained that the reasons behind this were mainly in relation to the roles themselves and the job design and that it was more difficult to have part time roles, the more senior the role was. Expectations regarding the hours worked in these roles also played a role. This would be taken into consideration when reviewing roles in the future. The Chief Executive highlighted that understanding the reason behind the gender pay gap was crucial. The Council had a commitment to actively address these issues and this was the beginning of the journey to closing the gap.

- Members requested that Officers review the information on the starting salaries of both men and women by quartile and show number of people in each category in the data. **ACTION**
- Acknowledged that the action plan was a long term piece of work and progress would be gradual. Members requested that the Committee received an update on the data and action plan on a regular basis throughout the year. **ACTION**

It was resolved unanimously to:

approve the Chief Officer Pay Policy Statement 2019/20 (Appendix 1 of the report) including the pay multiple and the Gender Pay Gap Report 2019 (Appendix 3 of the report).

62. EXCLUSION OF PRESS AND PUBLIC

It was resolved unanimously:

that the press and public be excluded from the meeting on the grounds that the agenda contained exempt information under Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended, and that it would not be in the public interest for this information to be disclosed (information relating to any individual).

63. CORPORATE LEADERSHIP PAY OPTIONS 2019-20

The Committee received a report outlining the Corporate Leadership Pay Options for 2019-20.

It was resolved unanimously to accept the recommendations set out in the report.

Chairman