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REMUNERATION COMMITTEE - 19 January 2023

Present: Councillors: R Sleigh OBE (Chairman), I Courts, M Carthew, M Gough, A Mackiewicz, M McLoughlin and S Rymer

Officers: David Acton – Democratic Services
Adrian Cattell - Head of Human Resources Karen
Grant – Head of Equality and Diversity

1. APOLOGIES

Councillor Tony Dicicco tended his apologies and Councillor Michael Gough substituted for him. Ms. Maggie Hurt (Independent Member) tended her apologies.

2. DECLARATIONS OF INTEREST

There were no declarations of interest from Members.

3. QUESTIONS AND DEPUTATIONS

No questions or deputations were received.

4. MINUTES

The minutes of the meeting held on 14 November 2022, were confirmed as a true record.

5. PAY POLICY STATEMENT 2023

The Head of Human Resources presented the report which outlined the Council's Pay Policy Statement for 2023. Section 38 (1) of the Localism Act 2011 requires Local Authorities to produce an annual Pay Policy Statement. The Statement excludes the pay of employees working in local authority schools and is based on April 2022 pay rates.

As part of the April 2022 pay settlement it had been agreed that effective from 1 April 2023, SCP1 would be deleted from the NJC pay spine thereby effecting an increase of £183 to the bottom of the pay spine for Band A to £20,441 (this excludes the April 2023 pay award).

Members were informed that, compared with the previous year, there had been no changes to the number of posts at Director 1 or 2 level, there was one additional Assistant Director post, and there had been a reduction of one Head of Service post

This years' Statement had been amended to reflect new statutory guidance on making Special Severance Payments that came into effect in May 2022, and discussed at Remuneration Committee on 14 November 2022.

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Upon approval by Full Council, the Statement will be published on the Council's website.

RESOLVED

The Committee noted the contents of the report and recommended the Council's Pay Policy Statement for approval by Full Council on 7 February 2023.

6. STATUTORY GENDER PAY GAP REPORTING

The Head of Equality and Diversity reminded Members that statutory gender pay gap reporting was a requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, whereby all public sector organisations employing over 250 employees are required, at the 'snapshot' date of 31 March each year, to upload their Gender Pay Gap (GPG) calculations for the previous year to the Government website.

The Council publishes both a narrative report and accompanying action plan on its website.

According to the Office for National Statistics data from the Annual Survey of Hours and Earnings, provisional results as at October 2022 for jobs in the UK, showed a median GPG of 14.9% and a mean GPG of 13.9%.

The Council's median GPG reduced this year from 21.3% to 19.2%, and its mean GPG reduced from 14.1% to 13.8%.

The data collected showed that the Council had, as in the previous year, a representation of 74% women in the workforce where there are more women than men at the lower end of hourly pay scales and quartiles, more women choosing to work flexibly on reduced hours and some services reflected gender specific roles with more women working in areas such as catering and social care.

RESOLVED

The Committee approved the Council's Gender Pay Gap report including the action plan as attached at Appendix 1 to the report.