

WORKFORCE PANEL MEETING HELD ON 28 JULY 2020 VIA MS TEAMS

Meeting started at 13:45

Meeting ended at 14:16

Present

City Mayor Paul Dennett, Councillors Bentham, Hinds (in the chair) and Lancaster.

Officers

Sam Betts (Assistant Director HR & OD), Andrew Cartwright (Head of Service – Strategic Delivery), Carol Eddleston (Senior Democratic Services Advisor), Steve Hulme (Strategic HR Manager), Peter Openshaw (Assistant Director Environment & Community Safety) and Jim Taylor (Chief Executive).

1. Apologies for Absence

Apologies for absence were submitted on behalf of Councillors Kelly, Merry and Reynolds as a meeting of the Health and Wellbeing Board was taking place at the same time.

2. Declarations of Interest

There were no declarations of interest.

3. Minutes of Proceedings

The minutes of the meeting held on 25 February 2020 were approved as a correct record.

4. Exclusion of the Public

Resolved: That, under section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the ground that they involve the likely disclosure of exempt information as specified in the paragraphs of Part 1 of Schedule 12A to the Act.

5. Application of the Market Enhancement Policy Arrangements

The Assistant Director Environment and Community Safety and the Head of Service – Strategic Delivery presented a report which sought to apply arrangements provided for in the Market Enhancement Policy in relation to a role in the Place Directorate.

A number of attempts to recruit suitably qualified and experienced personnel to this role had been unsuccessful and this was having a significant negative impact on service delivery, with projects being held in abeyance due to a lack of sufficient resources.

A comprehensive salary benchmarking exercise had been conducted and identified that Salford City Council pay rates for the role concerned were lower than in other comparable local authorities and in the private sector both within Greater Manchester and nationally. The evidence derived from the benchmarking exercise, combined with the longstanding difficulties in recruiting to the role, would support the payment of a market rate enhancement in order to attract a suitable caliber of candidate.

It was recognised that other local authorities were also having difficulty recruiting to similar roles so it was unlikely that there would be opportunities to second from another authority. Ironically though, the pool of talent available from the private sector might have widened as a direct consequence of the severe economic impact of Covid-19.

RESOLVED: That the Market Enhancement Policy arrangements be applied to the role concerned.