

## **Workforce Panel Meeting Held on 22 February 2022 in the Salford Suite, Civic Centre, Salford City Council, Chorley Road, Swinton, M27 5DA**

Meeting commenced at: 11:30am

Meeting ended at 12:10pm

### **Present**

City Mayor Paul Dennett and Councillors August, Bentham, Cammell, Cusack, Hinds (in the chair), Kelly, Lancaster, McCusker.

### **Officers**

Sam Betts (Assistant Director HR & OD), Steve Hulme (Strategic HR Manager), Tom Stannard (Chief Executive) and Liz Wright (Democratic Services).

### **1. Apologies for Absence**

Apologies for absence were submitted on behalf of Councillors Merry.

### **2. Declarations of Interest**

There were no declarations of interest.

### **3. Minutes of Proceedings**

The minutes of the meeting held on 23 November 2021 were approved as a correct record.

### **4. Pay Policy Statement 2022-23**

The Lead Member for Finance and Support Services introduced the report which he believed confirmed that Salford City Council was an exemplar employer ensuring that all of its remuneration and wider workforce strategies, policy frameworks, procedures and practice reflected the commitments in the Employment Standards Charter and the Greater Manchester Good Employment Charter, leading the way to make Salford a great place to work. Salford had been the first local authority in Greater Manchester to become an accredited Living Wage employer and was committed to encouraging more organisations and companies to pay the real Living Wage.

The Assistant Director and Strategic Manager presented the Pay Policy Statement in more detail, explaining that under the Localism Act 2011, the authority was required to prepare, approve and publish a pay policy statement which must articulate the council's policies towards a range of issues relating to the pay of the workforce, particularly its senior staff and its lowest paid employees.

In line with the Equality Act 2010 (specific duties and public authorities' regulations 2017) the council also published details of its gender pay gap. The Council had seen a reduction of 3.7% in the mean gender pay gap and 6.1% in the median gender pay gap since reporting began in 2018.

The gender pay was affected by the composition of the workforce and the City Council had a high proportion of females within the lowest quartile of our pay distribution, with many occupying lower paid, part time and term time positions in

catering and cleaning, service areas which the council was very proud to retain in house.

Members of the panel commended the report and thanked the HR & OD team for all their hard work throughout the year.

RESOLVED, THAT: the Workforce Panel

- 1) noted the content of the draft Pay Policy Statement for 2022/23 and commended it for approval by the Council at its meeting on 16th March 2022, and
- 2) noted the gender pay gap information, including the publication requirements.