

MINUTES OF THE MEETING OF THE REMUNERATION COMMITTEE HELD ON TUESDAY, 14TH JANUARY, 2020

MEMBERS: Councillors Hass Yusuf and Joanne Laban (Leader of the Opposition and the Conservative Group)

Officers: Ian Davis (Chief Executive), Fay Hammond (Acting Executive Director of Resources), Tinu Olowe (Director of Human Resources and Organisational Design), Julie Mimmagh (Head of Human Resources Operations) and Andy Ellis (Governance and Scrutiny Officer)

WELCOME AND INTRODUCTIONS

The Chair welcomed everyone to the meeting and apologies were received from Cllr Leaver.

155. DECLARATIONS OF INTEREST

No declarations of interest were received.

156. 2019 GENDER PAY GAP REPORT

RECEIVED a report from the Director of Human Resources and Organisational Design.

NOTED that:

1. Any company with over 250 employees is required to produce a Gender Pay Gap Report on an annual basis. The gender pay gap is the difference between the average earnings of all male and female employees. It is important to emphasise that this is not 'equal pay.' Equal pay deals with the pay differences between men and women when undertaking the same or similar jobs of equal value.
2. Currently the gap stands at 3.9% which is favourable compared to many similar authorities. The gap has reduced by 2.5% since 2016/17.
3. The upper quartile for pay contains 63% women and 37% men.
4. To reduce the pay gap even further, several initiatives have been introduced:
 - The Career Returner Programme has seen the Council support local professionals to return to their chosen profession, following a prolonged career break. The majority of applicants are women, who had taken a career break to care for young children. To date, the Council have employed 3 cohorts over the past 3 years.

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- The Women in to Leadership Board has a remit to consider barriers women may face in the workplace and can offer coaching, mentoring and expert speakers to support career progression.
 - The Council ensure that all job applications are treated equally and staff involved in the recruitment process are trained appropriately. The Council now operate a system of 'name-blind' recruitment at the short-listing stage.
 - International Women's Day will be celebrated with a range of key-note speakers and will be open to all female and male employees.
5. Cllr Yusuf commended the progress to date in relation to diversity and equality.
 6. Cllr Laban noted that it was important to make offers of employment based on the CV/application form and interview performance of a candidate.

AGREED to note the report.

157.

REVIEW AND ADOPTION OF A STATUTORY PAY POLICY STATEMENT 2020

RECEIVED a report from the Director of Human Resources and Organisational Design.

NOTED that:

1. The Localism Act 2011 requires all Councils to review and adopt a Pay Policy Statement each financial year.
2. The report to the Committee proposed a total of 10 amendments to the Council's policy and Members were taken through each one.
3. Members were advised that the policy statement would need to go to Full Council in February.

AGREED: The Remuneration Committee agreed the amendments to the statutory Pay Policy Statement and the referral to Full Council on 26th February 2020.

158.

MINUTES OF THE LAST MEETING

The minutes of the meeting dated 18 July 2019 were agreed. The minutes of the meeting on 29th October 2019 were noted but not agreed as no Members from the October meeting were in attendance.

159.

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DATES OF FUTURE MEETINGS

Tuesday 30 April 2020, 6.30pm – Conference Room