



**MINUTES OF THE EXTRAORDINARY EMPLOYMENT COMMITTEE MEETING
HELD AT 4.30PM ON
17 FEBRUARY 2022
ENGINE SHED, SAND MARTIN HOUSE ,PETERBOROUGH**

Committee Members Present: Councillors Brown (Chair), S Allen, J Allen, Iqbal, Hemraj and Wiggin.

Officers Present: Dan Kalley Senior Democratic Services Officer
 Mandy Pullen Assistant Director HR & Development
 Lisa Brightey Policy, Reward and Compliance Manager

12. APOLOGIES FOR ABSENCE

There were no apologies for absence received

13. DECLARATIONS OF INTEREST

No declarations of interest were received.

14. ANNUAL PAY POLICY 2022/23

The Committee received a report in relation to the Annual Pay Policy statement for 2021/22.

The Assistant Director HR & Development introduced the reports and stated that the Annual Pay Policy Statement would be presented to Full Council in March. Both reports in front of committee had remained fairly static as this the position as at 31 December, prior to a number of changes at Senior Management level that have taken place since then.

The Policy, Reward and Compliance Manager introduced the report and confirmed that the Council was required under the Localism Act 2011 to produce an annual pay policy statement which needed to be approved by Full Council.

The Localism Act 2011 contained a number of specific items that needed to be included as part of the pay policy. The pay policy presented to Full Council and the Committee complied with those requirements.

The most appropriate metric to track the pay dispersion across the organisation was to take the multiple remuneration of the Chief Executive to the average wage of the work force. The median was the full-time equivalent salaries of every employee are listed in order of value and the value of the employee in the middle was used. Using this metric in January the Council had 1,313 employees covered by the pay policy. The median salary using this metric was £32,234 per annum. This was a slight decrease of 1.2% since 2021.

The mean salary, which included all salary packages of full-time equivalent staff were added together and divided by the total number of employees, which in this instance was 1,313, had decreased by 1.4% since 2021.

It was important to note that this only considered full time employees. One of the reasons why the median and mean salaries had decreased slightly was due to the annual pay rise having not yet been agreed by the unions. One of the other possibilities was that there could be more employees being employed on lower grades over the past year.

The salaries of the lowest 10% of the workforce had increased over the past year. The average salary for the bottom 10% at Peterborough City Council was £19,288 per annum. The minimum salary figure had increased from last year, however the average salary had decreased. There were now more people employed at lower grades compared to a year ago, this was one of the factors for the average salary decreasing.

The Localism Act 2011 also looked at the difference between the Chief Executives salary and that of the lowest paid member of staff. At the current time, the Chief Executive's salary was 9 times that of the lowest paid full-time member of staff. This had slightly increased from last year's figure.

The Employment Committee debated the report and in summary, key points raised and responses to questions included:

- This policy was not a reflection of what each person took home as a salary, rather an overall reflection of the Council's workforce.
- The policy looked at the median and mean salaries of staff, whilst also looking at the pay of the lowest 10% of the workforce. It was about understanding how that figure had been affected.
- This policy was set out to ensure that the reporting was done in line with the requirements set out by government. There was the potential for further analysis to be looked at with regards to the number of staff progressing through the organisation and the number of staff coming in at the lower salary levels.

RESOLVED:

The Employment Committee **RESOLVED** (Unanimous) to note the content of the Pay Policy Statement for 2022/23.

15. GENDER PAY GAP RESULTS

The Committee received a report in relation to the Council's Gender Pay Gap reporting as at 31 March 2021.

The Policy, Reward and Compliance Manager introduced the report and stated that the figures needed to be reported on the government portal by the 30 March 2022.

Any organisation that had more than 250 employees must report their gender pay gap. The Council calculate these figures using a snap shot date which was 31 March 2021. The data needed to be published on the government and council website by the 31 March 2022.

Members were informed that the pay gap had increased this year. The median had increased 4.6% to 5.2%. The number of women in all quartiles had increased, whilst men have increased at the upper and medium areas, this was one of the reasons

why the pay gap had increased slightly.

The workforce was made up of 72.34% females which was a reduction on the previous year. To mitigate against pay bias, salaries for the same job were evaluated equally regardless of gender or any other characteristic. There were no circumstances whereby men or women were paid differently whilst on the same grade.

The Council had a number of flexible working options which encouraged people to work for the Council in particular around maternity leave.

The Council wanted to eliminate the gender pay gap to make sure no discriminatory pay gap was in place. An action plan was in place to look at the inclusion strategy.

A benchmarking exercise had taken place against other unitary authorities, and out of 40 the Council placed 20th

The Employment Committee debated the report and in summary, key points raised and responses to questions included:

- The Council was expecting to see a change to figures in terms of the senior management team.
- The government did not show the finer details, merely a broad range of figures that councils could compare themselves against.

RESOLVED:

The Employment Committee **RESOLVED** (Unanimous) to accept the results of the gender pay gap calculations of 31 March 2021.

Chairman
17 February 2022
4.30pm-4.50pm