

Personnel Committee

Minutes of the meeting held on 8 March 2017

Present

Councillor Flanagan- In the Chair

Councillors Andrews, Battle, Bridges, S Newman, B Priest and Rahman.

Apologies

Councillors Leese, N Murphy, S Murphy and Stogia

PE/17/09 Minutes

Decision

To agree the minutes of the meeting of 21 February 2017 as a correct record.

PE/17/10 Pay Policy Statement

The Committee considered a report of the Chief Executive which set out Manchester City Council's Pay Policy Statement for 2017/18 and sought approval of the statement by the Committee prior to submission for full Council approval. The report included details of posts that had been evaluated at SS4 level and above through means of a recent analytical senior job evaluation process which also required approval and endorsement by full Council.

The report asserted that the statement had been drafted in line with the current organisational context, the impact of the 2017/18 budget and should be read in conjunction with proposals to increase the Manchester Minimum Wage. It also asserted that the Statement had been developed to comply with the legal requirement set out under section 38 (1) of the Localism Act 2011 and took account of the outcomes of the Senior Pay and Grading Review undertaken in late 2016

No Trade Union Comments were submitted to the meeting.

The Committee endorsed the Statement and associated recommendations and agreed to recommend it for full Council approval.

Decisions

1. To note the content of the draft Pay Policy Statement and recommend it for full Council approval.
2. To note the organisation's Pay and Grading Structure for the financial year 2017/18 appended to the Pay Policy Statement and commend it for approval by the Council at its meeting on 22 March 2017.
3. To recommend for approval by Council at its meeting on 22 March 2017 the grading of posts in the top bands of the Senior Pay and Grading Structure, as set

out in paragraphs 3.3 - 3.6 of this report, with these salaries effective from 1 April 2017.

PE/17/11 Manchester Minimum Wage

The Committee considered a report of the Chief Executive which presented a proposal to increase the current hourly rate of the Manchester Minimum Wage in the context of the UK 'Living Wage' (as set by the Living Wage Foundation). The proposal had arisen from a review of the current Manchester Minimum Wage in line with Manchester's Pay Policy Statement and had been drafted within the context of the recommendations of the Living Wage Task and Finish Group and the Our Manchester Strategy aim to 'Ensure everybody is paid at least a real living wage'.

The report also proposed a number of associated increases to other scale points to ensure the integrity of the pay line. Considerations with regard to procurement and the schools workforce were also detailed.

No Trade Union comments were submitted to the meeting.

The Committee endorsed the proposals.

Decisions

1. To agree an increase in the Manchester Minimum Wage for Manchester City Council employees equivalent to £8.45 per hour, with the increase being made through the application of a non-consolidated payment to SCP 7. This would be an increase of 20p per hour to the current Manchester Minimum Wage.
2. An amendment of the existing non-consolidated increases to the hourly rates of SCPs 8 to 11, and the addition of non-consolidated payments to SCP 12 to retain an appropriate pay differential between salary levels. The details of these payments are set out in paragraph 1.2 of this report.
3. That the values in recommendations 1 and 2 above are implemented with effect from 1 April 2017.
4. A continuing commitment to advocating take-up of the Manchester Minimum Wage and its adoption by schools, contractors and agency suppliers, in line with the recommendations of the Living Wage Task and Finish Group and in support of the aims of the Our Manchester Strategy.

PE/17/12 Strategic Development and Growth and Neighbourhoods

The Committee considered a report of Strategic Director (Development) and the Strategic Director (Growth & Neighbourhoods) which presented the outcome of a senior job evaluation process in relation to the roles created as part of the revised senior management arrangements within the Strategic Development directorate. The report also recommended the deletion of the Head of Business Units post following the retirement of the current post holder.

No Trade Unions comments were submitted to the meeting.

The Committee agreed the recommendations.

Decisions

1. To note the outcome of the job evaluation exercise for the following posts:
 - Director of Housing and Residential Growth at SS4
 - Director of Development and Corporate Estate at SS4
 - Head of Residential Growth at SS3
2. To recommend that the Council approve the grading of both the Director of Housing and Residential Growth and the Director of Development and Corporate Estate as SS4, given that the salary band exceeds £100k.
3. To approve the re-designation of Principal Development Surveyor to Development Manager.
4. To note the deletion of the Head of Business Units.