

## **Personnel Committee**

### **Minutes of the meeting held on Wednesday, 16 March 2022**

**Present:** Councillor Rahman (Chair)

**Councillors:** Akbar, Bridges, Midgley, Leech, Rawlins and White

**Apologies:** Councillor Craig

**Also present:** Councillor Butt

#### **PE/22/4 Minutes**

##### **Decision**

To approve the minutes of the meeting held on 16 February 2022 as a correct record.

#### **PE/22/5 New Human Resources and Organisational Development Policy - Menopause Policy**

The Committee considered the report of the Director of Human Resources and Organisational Development which presented the new Menopause Policy for approval. The policy had been developed to fill a policy gap where there is no existing policy on the menopause and dealing with the symptoms that may have a detrimental impact on work.

The report described the context to the development of the policy; describing the engagement activity that had taken place to ensure that the policy and the accompanying guidance and training met the needs of staff, managers, and services; describing the policy content; the approach to implementation and policy guidance.

The Committee welcomed the policy and discussed the importance of raising awareness and reducing the stigma around the topic of menopause as well as appropriate guidance for managers in terms of how best to support affected employees.

##### **Decision**

The Committee approve the new Menopause Policy.

#### **PE/22/6 Draft Pay Policy Statement 2022/23**

The Committee considered the report of the Director of Human Resources and Organisational Development, which introduced the draft Manchester City Council Pay Policy Statement for 2022/23 and sought approval of the Statement by the Committee prior to its submission to the upcoming meeting of Full Council.

The report provided information in respect of the organisational context, the impact of the 2022/23 budget and the relevant legislative requirements. Information was also provided on the Council's 'Gender Pay Gap' and proactive measures to promote workforce equality.

There was a discussion about the Authority's salary multiple and the use of the median rate for all officers in that comparison instead of the lowest paid officers. The Workforce Finance Coordinator described the factors and complexities that had influenced the reported increase in the gap. It was explained that the use of the median had been a direct recommendation from the Hutton Review, however an analysis using the lowest salary in the calculation demonstrated a reduction in the gap in comparison to previous years, due to increased pay awards at the lower end of the salary scale. There was also a discussion about the reasons for the Authority's decision not to establish a target for the ratio between the pay of the highest earners and other employees, in line with the Hutton Review. The Workforce Finance Coordinator referred to challenges associated with the development of meaningful targets, in the context of diversity in senior role responsibilities across Local Government bodies.

## **Decision**

The Committee:-

- (1) Note the content of the draft Pay Policy Statement and commend it for approval by the Council at its meeting on 30 March 2022.
- (2) Note the organisation's Pay and Grading Structure for the financial year 2022/23 appended to the Pay Policy Statement and commend it for approval by the Council at its meeting on 30 March 2022.