

## **Personnel Committee**

### **Minutes of the meeting held on Wednesday, 22 March 2023**

**Present:** Councillor Akbar (Chair) – in the Chair

**Councillors:** Bridges, Hacking, Igbon, Midgley, Leech, Rahman, Rawlins, T Robinson, Stanton and White

**Apologies:** Councillor Craig

#### **PE/23/1 Minutes**

##### **Decision**

To approve the minutes of the meeting held on 19 October 2022 as a correct record.

#### **PE/23/2 Draft Pay Policy Statement 2023-24**

The Committee considered a report of the Director of Human Resources and Organisation Development, introducing the draft Manchester City Council Pay Policy Statement for 2023/24. The report sought approval of the statement prior to its agreement by Council.

The statement proposed takes account of the organisational context and the impact of the 2023/24 budget. The statement also sets out the direction of travel in relation to pay for Manchester's officers for the year ahead, in line with the organisational priorities.

The statement has been developed to comply with the legal requirement set out under section 38 (1) of the Localism Act 2011 and takes account of other relevant legislative requirements. The report appended the tenth annual Statement and included information on the Council's 'Gender Pay Gap' and work to proactively promote workforce equality, in accordance with the requirement to carry out Gender Pay Reporting set out within The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Chair introduced the report and reminded the Committee that the pay award for 2022/23 was applied differently and involved a fixed sum to each pay scale. The pay award included the deletion of the lowest pay point from April 2023. Reference was made to the inclusion of information on the Gender Pay Gap and the ongoing consultation on the future makeup of the report and Pay Policy Statement, with the proposed future inclusion of information on the Ethnicity Pay Gap.

##### **Decisions**

The Committee:-

- (1) Note the content of the draft Pay Policy Statement and commend it for approval by the Council at its meeting on 29 March 2023.

- (2) Note the organisation's Pay and Grading Structure for the financial year 2023/24 appended to the draft Pay Policy Statement and commend it for approval by the Council at its meeting on 29 March 2023

**PE/23/3 Draft Revised Family Friendly Policy**

Consideration was given to the report of the Director of Human Resources Organisational Development and Transformation that outlined two minor revisions to the revised Family Friendly Policy Framework. The policy was first approved in March 2020. The Family Friendly Policy covers a number of arrangements for statutory and occupational leave and pay for maternity leave, adoption leave, maternity support leave and shared parental leave

The first revision to the policy addresses the disparity between shared parental pay for all partners and adoptive parents (currently limited to adoptive partners) to ensure that all are paid at the same rates, subject to eligibility requirements.

The second revision recommends the signing of the Pregnancy Loss Pledge, this will provide support to those officers who experience a miscarriage in a manner to acknowledge the officer's loss.

A copy of the revised Family Friendly Policy was appended to the report submitted.

**Decision**

To approve the revised Family Friendly Policy, as detailed in the report submitted.