

## **Personnel Committee**

### **Minutes of the meeting held on 17 March 2021**

**Present:** Councillor Bridges – in the Chair

**Councillors:** Akbar, Craig, Leech, Murphy, Rahman, and Stogia

**Apologies:** Councillors Leese and Ollerhead

#### **PE/21/06 Appointment of a Chair for the meeting**

In the absence of the Chair the committee appointed a member to chair the meeting.

#### **Decision**

To appoint Councillor Bridges as Chair for the meeting.

#### **PE/21/07 Minutes of the previous meeting**

#### **Decision**

To approve the minutes of the meeting held on 20 January 2021 as a correct record.

#### **PE/21/08 Draft Pay Policy Statement 2021/22**

In line with requirements of the Localism Act (2011), the Committee considered a report of the Director of Human Resources and Organisational Development (HROD) which presented the draft Manchester City Council Pay Policy Statement for 2021/22 for approval prior to its submission to Council.

The report included the Statement's organisational context, the impact of the 2021/22 budget as well as the direction of travel in relation to staff pay for the year ahead in line with the organisational priorities. 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 was also included.

The Director of HROD introduced the report, and gave particular emphasis to the ratio between the pay of the highest and lowest earners which had not increased significantly, and the gender pay gap which was reportedly significantly lower than the national average.

Trades Union comments had been included in the report for the committee to consider. In essence they urged Council to consider reporting on any race pay gap issues, despite this not currently being a required component of the Statement. The Director of HROD confirmed that this was something that the Council was seeking to

complete, but was dependent on 100% ethnicity disclosure across the workforce. She added that once this information gathering exercise was complete work could be progressed. The Chair welcomed the commitment to gather the required data and referenced the wider ongoing work across the Council to strengthen race equality across the organisation

Noting this, the committee agreed the recommendation.

### **Decision**

To note the organisation's Pay and Grading Structure for the financial year 2021/22 appended to the Pay Policy Statement and recommend it for approval by the Council at its meeting on 31 March 2021.