

EMPLOYMENT COMMITTEE

4 DECEMBER 2023

PRESENT

COUNCILLORS: J Bennett (Chair), Hornby (Vice Chair), S.G. Ennis, W. Jones,
J Leicester, S Zhi

In attendance

Angela Beadsworth	Director of Human Resources
Cal Aston	Resourcing Consultant
Kate Sturman	Strategic HR Lead for Policy, Reward and Intelligence
Pelumi Coker	Legal Assistant
Stephanie Ferraioli	Governance Officer

1. ATTENDANCE

An apology for absence was received from Councillor Acton, Babar and Whyte.

2. MINUTES

RESOLVED – That the minutes of the meeting held on 26th June 2023 be noted as a true and correct record.

3. QUESTIONS FROM MEMBERS OF THE PUBLIC

No questions from members of the public were received.

4. AGENCY SPEND Q2

Committee were informed that spend had reduced slightly from last quarter and that the larger spend remains on social care and support workers.

For Legal and Governance spend, there was an increase compared to last quarter given the supplements brought in to make the Council more attractive and able to employ permanent solicitors. We should start to see some reductions as the new service model is implemented. Members requested a more detailed explanation of the spend in Legal.

A small amount of spend was evident in Finance and Systems too with the recruiting of a temporary Finance Manager.

Members were directed to Table 4 in the report where the Council's position is clearly shown compared to other authorities in Greater Manchester.

The Chair queried the response to the Greater Manchester Pledge from Agencies and was informed that the majority are in favour and that our Umbrella agency has been working closely with colleagues.

RESOLVED: 1) That more details on the Legal spend be provided
2) That the report is agreed

6. GMSS MARKET SUPPLEMENT

The Director of Human Resources updated the Committee on the pay level challenges of similar posts across the region in GMSS (Joint HR Shared Services between Trafford Council and Greater Manchester Police), particularly the salary levels of similar HR Operations Managers.

She set out the rationale for payment of a market supplement to the Operations Manager post in GMSS and updated that this has been approved by the GMSS Joint Management Board via separate governance arrangements.

Members are asked to support this decision to pay a market supplement payment to the Operations Manager post.

RESOLVED – That the Committee agree the market rate supplement as outlined in the report.

7. URGENT BUSINESS (IF ANY)

There was no urgent business to discuss.

8. QUARTERLY REPORT ON EXEMPTIONS TO THE SICKNESS POLICY

The Director of Human Resources informed that since the last meeting there had been 8 exemptions received and all were agreed.

RESOLVED – That the verbal update be noted.