

EMPLOYMENT COMMITTEE

11 MARCH 2024

PRESENT

Councillors: Bennett (in the Chair), Acton, Babar, Ennis, Jones.

In attendance

Nick Jackson	Manchester Evening News Correspondent
Jill McGregor	Corporate Director for Children Services
Pamela Wharton	Director of Early Help and Children Social Care
Angela Beadsworth	Director of Human Resources
Cal Aston	Resourcing Consultant
Kate Sturman	Strategic HR Lead Policy, Reward & Intelligence
Stephanie Ferraioli	Democratic Officer

1. ATTENDANCES

An apology for absence has been received from Councillors Hornby, Leicester, Whyte and Zhi.

2. QUESTIONS FROM THE PUBLIC

No questions from members of the public were received.

3. MINUTES

RESOLVED - That the minutes of the meeting held on 4th December 2023 be noted as a true and correct record.

4. MARKET SUPPLEMENT PAYMENT IN CHILDREN'S SOCIAL CARE WORKFORCE

The Director of Early Help and Children's social care in attendance tonight explained the rationale to continue to pay a market supplement to Children's Social Workers and Advanced Practitioners (who meet the qualifying criteria). The rationale for the introduction of the market factor supplement payment was to lessen recruitment and

retention challenges which whilst always prevalent had been exacerbated following the Ofsted inspection in March 2019.

Whilst the payment of a temporary supplement can support retention there is also an aim across all authorities in Manchester to reduce the number of interim workers and the introduction of the GM Pledge can support with this aim although there will always be a requirement to employ some temporary staff, it is hoped these will be fewer going forward. Retention of permanent staff can support more stability in the quality and consistency of the service provided.

The Chair noted that there has been some stability in the workforce since the market supplement had been introduced and Members also noted there is a national problem with resourcing of social workers and social care staff.

The Corporate Director for Children Services informed that the number of temporary social workers is being monitored closely and it looks like now Trafford is heading in the right direction and seeing a greater stability in the workforce.

RESOLVED:

- 1) That the Committee approve the recommendation to continue to pay the Market Factor Supplement payment to employees who meet all of the following criteria:
 - An employee of Trafford Council Children's Social Care Service
 - A social worker who has achieved Band 8 Level 3 status or band 9
 - Advanced Practitioner status.
 - Working in a case holding social work role
- 2) That the Committee approve the continued payment of the Market Factor Supplement arrangement to qualifying colleagues until 31 January 2026 subject to a review after 12 months (i.e. to be undertaken and completed by 31 January 2025).

5. PAY POLICY STATEMENT 2024/25

The Director of Human Resources presented the Pay Policy Statement for 2024/25 in line with the requirements for the Localism Act 2011.

The Pay Policy Statement identifies:

- The methods by which salaries of all employees are determined;

- The detail and level of remuneration of the most senior staff i.e. Head of Paid Service and Chief Officers;
- The remuneration of its lowest paid employees;
- The relationship between the remuneration levels of the most senior employee and that of other employees and
- The Committee responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and making recommendations on any amendments to Full Council.

RESOLVED – That the report be noted and approved.

6. Q3 AGENCY SPEND REPORT

The Resourcing Consultant updated Members on the Quarter 3 of the Agency spend broken down by quarter and by Directorate. The report details the reasons agency and consultants are required to supplement the Council's workforce to meet temporary resource needs.

RESOLVED – That the report be noted.

7. LEGAL SPEND – UPDATE REPORT

The Democratic Officer recapped on behalf of Legal Services, the reasons behind the increased agency spend for the department as presented from the Head of Legal and Governance at the last meeting in December 2023. Further questions can be addressed either via email or at future meetings in the new municipal year.

RESOLVED – That the update be noted.

8. URGENT BUSINESS (IF ANY)

The Director of Human Resources informed of having received applications for exemptions all of which were agreed.

RESOLVED - That the exemptions be noted,