

## **EMPLOYMENT COMMITTEE**

**11 MARCH 2019**

### **PRESENT**

Councillors J. Bennett (in the Chair), J. Slater (Vice-Chair), D. Acton and B. Rigby

#### In attendance

Sara Saleh	Corporate Director of People
Kate Sturman	Workforce Strategy Officer
Alexander Murray	Democratic and Scrutiny Officer

### **APOLOGIES**

Apologies for absence were received from Councillors M. Cawdrey, M. Hyman and G. Whitham.

### **26. QUESTIONS FROM THE PUBLIC**

No questions were received.

### **27. PAY POLICY STATEMENT**

The Corporate Director of People introduced the item to the Committee. As the report had been distributed in advance and all Members had opportunity to read it the Corporate Director just went through the main salient points. The Committee were informed that the Pay Policy Statement was a statutory document that Councils had to produce on an annual basis. The statement looked at all aspects of the pay of all staff within the organisation. The Corporate director drew the Committees attention to the ratio between senior and junior staff members. In Trafford the ratio between the Chief executives pay to that of the median worker was 7.14:1 which was well within the suggested ratio laid out within the Hutton Review.

Following the Corporate Director's overview the Committee thanked them for the report and discussed the importance of transparency of pay within the Council.

RESOLVED: That the Committee approve the Pay Policy for referral to full Council on 20 March 2019.

### **28. NEW PAY STRUCTURE**

The Corporate Director of People gave a brief overview of the report. The paper had previously seen by the Committee in December 2018. Since that meeting both Unison and GMB have been consulted. During the consultation the Unions made a number of proposals for changes to the pay structure. Those proposals had been taken on board and revised by HR. The new version had been received and agreed by the Unions. The Committee were assured that no additional costs would be incurred to the Council from the changes that had been made.

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Following the Corporate Directors overview the Chair commented that the report was of excellent quality with a number of excellent elements within the structure including no overlapping bands, which could often be a cause of friction among staff Members.

RESOLVED: That the Committee agree the new pay structure and refer it to Council 20 March 2019.

The meeting commenced at 5.00 pm and finished at 5.15 pm