

# Public Document Pack



## TRAFFORD COUNCIL

Tuesday, 10 March 2020

Trafford Town Hall  
Talbot Road  
Stretford  
M32 0TH

Dear Councillor,

Your attendance is requested at a meeting of the Council of the Borough of Trafford on **WEDNESDAY, 18 MARCH 2020, at 7.00 P.M.** in the **COUNCIL CHAMBER, TRAFFORD TOWN HALL, TALBOT ROAD, STRETFORD**, for the transaction of the business set out below:

### **Presentation: Human Trafficking (6.00 p.m. start)**

All Members are invited to attend a presentation by Chris Harrop OBE, in the Council Chamber.

- |  | <b>Pages</b> |
|--|--------------|
| <b>1. Minutes</b>  |              |
| To approve as a correct record the Minutes of the Meeting of the Council held on 19 February 2020 for signature by the Mayor as Chair of the Council.  | 1 - 14       |
| <b>2. Membership of Committees</b>   |              |
| To note that the Chief Executive approved, under delegated authority, the appointment of Councillor Newgrosh as a replacement for Councillor Minnis on Standards Committee, with effect from 28 February 2020. |              |
| <b>3. Announcements</b>  |              |
| To receive any announcements from the Mayor, Leader of the Council, Members of the Executive, Chairs of Scrutiny Committees and the Head of Paid Service.  |              |
| <b>4. Questions By Members</b>   |              |
| This is an opportunity for Members of Council to ask the Mayor, Members of the Executive or the Chairs of any Committee or Sub-Committee a question on notice under Procedure Rule 10.2.                       |              |

**5. Trafford Council's Pay Policy Statement for 2020/21**

To consider a report of the Corporate Director of People, further to a referral from Employment Committee held on 2 March 2020. 15 - 26

**6. Revised Remuneration Package for the Director of Development Post**

To consider a report of the Corporate Director of People, further to a referral from Employment Committee held on 2 March 2020. 27 - 28

**7. Draft Timetable of Council and Committee Meetings - 2020/21**

To consider a report of the Corporate Director of Governance and Community Strategy. To Follow

**8. Motions**

To consider the following motions submitted in accordance with Procedure Rule 11:

**(a) Motion Submitted by the Labour Group - Domestic Violence**

This Council fully supports the Trafford Partnerships Domestic Violence and Abuse Strategy and recognises that the Domestic Abuse Bill has been finally brought to Parliament almost three years after it was first promised. This legislation is welcome and urgently needed, but will only be effective if it is underpinned by sustainable funding for specialist women's services.

This Council notes that:

Trafford Council strives to have a zero tolerance approach towards domestic violence and abuse. Domestic abuse is a complex social issue which affects people from all groups, genders and cultures and impacts across all services. However, it is important to recognise that Domestic Abuse is a gendered crime. The Office of National Statistics states that whilst 2 million adults aged 16-59 experienced domestic abuse last year, 1.6 million of these are women. Almost one in three women will experience domestic abuse in their lifetime, and two women a week are killed by a current or former partner. This Council also notes that all children who live with domestic abuse are victims too.

*"Every case of domestic abuse should be taken seriously and each individual given access to the support they need. All victims should be able to access appropriate support. Whilst both men and women may experience incidents of inter-personal violence and abuse, women are considerably more likely to experience repeated and severe forms of abuse, including sexual violence. They are also more likely to have experienced sustained physical, psychological or emotional abuse, or violence which results in injury or death"* (Statement from Women's Aid)

*Continued ...*

The causes and effects of domestic abuse are numerous and significant. Across Trafford there are a range of organisations that work directly or indirectly with residents affected by domestic abuse, including Trafford Domestic Abuse Services (TDAS). Recent Home Office Statistics put the financial cost of domestic abuse in England and Wales at £66 billion, but it is the human cost that is more devastating.

This Council believes that:

In Trafford we are committed to enabling our residents, their families and communities to live a healthy life, free from abuse and violence. We will support this by reducing the impact of domestic abuse on the population of Trafford by developing and implementing a sustainable system wide approach to prevention, early intervention, response and support.

This Council will ensure that we:

- Promote awareness, raising the profile of domestic abuse across all Trafford Partnership organisations and services
- Encourage staff, partners and Elected Members to attend the excellent training offered by TDAS. A request will be submitted to provide an extra session at Trafford Town Hall.
- Work to ensure our services enhance the safety of victims and the support that they receive
- Promote early identification and harm reduction
- Work in partnership with Greater Manchester Combined Authority and our partners to ensure an effective, evidence based response to perpetrators through to conviction and management of offenders, including rehabilitation and behavioural change programmes.
- Improve performance – to drive consistency and better performance in the response to domestic abuse across all local areas, agencies and sectors.

This Council resolves:

- To call upon the government to fully fund the Bill. The previous government/s have promised this would be a 'landmark moment' for victim-survivors of domestic abuse, and a vital piece of legislation, which would change the lives of the estimated 2 million people a year who are subjected to abuse. This Bill is welcomed as a first step but the safety of women has got to be made an economic priority.

(b) **Motion Submitted by the Labour Group - UK Cities, Towns and Districts Standing Up for Responsible Tax Conduct**

Trafford Council recognises that:

Paying tax is often presented as a burden, but it shouldn't be. Not when considered against the huge array of public services it helps fund

*Continued ...*

– from education, health and social care, to flood defence, roads, policing and defence. It also helps to counter financial inequalities and rebalance distorted economies.

The pressure on organisations to pay the right amount of tax in the right place at the right time has never been stronger. For example, polling from the Institute for Business Ethics finds that “corporate tax avoidance” has, since 2013, been the clear number one concern of the British public when it comes to business conduct.

In recent years, Her Majesty's Revenue and Customs (HMRC) has done much to clamp down on tax avoidance and evasion – but many in the tax justice movement think there is still much more to be done. It's been conservatively estimated that losses from multinational profit-shifting (just one form of tax avoidance) could be costing the UK some £7 billion per annum in lost corporation tax revenues.

As recipients of significant public funding, municipalities should take the lead in the promotion of exemplary tax conduct; be that by ensuring contractors are paying their proper share of tax, or by refusing to go along with offshore tax dodging when buying land and property.

Where substantive stakes are held in private enterprises, then influence should be wielded to ensure that such businesses are exemplars of tax transparency and tax avoidance is shunned - e.g., no use of marketed schemes requiring disclosure under DOTAS regulations (Disclosure Of Tax Avoidance Schemes) or arrangements that might fall foul of the General Anti-Abuse Rule. The Fair Tax Mark offers a means for business to demonstrate good tax conduct, and has been secured by organisations with a combined annual income of £50 billion and more than 6,500 outlets and premises. Social enterprises and co-operatives have been early pioneers of the Fair Tax Mark, and fit especially well with the pursuit of social value in public procurement.

In recent polling, almost two-thirds (63%) of the public agree that the Government and local councils should consider a company's ethics and how they pay their tax as well as value for money and quality of service provided, when undertaking procurement. At the same time, research has found that 17.5% of public contracts in the UK have been won by companies with links to tax havens. More action is needed, however, current law significantly restricts council's ability to either penalise poor tax conduct or reward good tax conduct, when buying goods or services.

UK cities, counties and towns can and should stand up for responsible tax conduct - doing what they can within existing frameworks and pledging to do more given the opportunity, as active supporters of international tax justice.

We pledge to:

1. Pass a resolution approving the Councils for Fair Tax Declaration.

*Continued ...*

2. Lead by example and demonstrate good practice in our tax conduct, right across our activities. Including:
  - Ensuring contractors implement IR35 robustly and a fair share of employment taxes are paid.
  - Shunning the use of offshore vehicles for the purchase of land and property, especially where this leads to reduced payments of stamp duty.
  - Undertaking due diligence to ensure that not-for-profit structures are not being used inappropriately as an artificial device to reduce the payment of tax and business rates.
  - Ensuring that there is clarity on the ultimate beneficial ownership of suppliers and their consolidated profit and loss position, given lack of clarity could be strong indicators of poor financial probity and weak financial standing.
3. Promote Fair Tax Mark certification for any business in which we have a significant stake and where corporation tax is due.
4. Join in and support Fair Tax Week events in the area, and celebrate the tax contribution made by responsible businesses who say what they pay with pride.
5. Support calls for urgent reform of EU and UK law to enable municipalities to revise their procurement policies and better penalise poor tax conduct and reward good tax conduct.

**(c) Motion Submitted by the Green Party Group - 20 mph Zones**

This Council aims to protect residents and visitors from road danger, air and noise pollution. It also encourages greater use of streets for sustainable travel, walking and cycling to combat the climate emergency and improve public health for all ages and abilities.

This Council recognises that 20 mph zones can help meet its clean air objectives. It notes the National Institute for Health and Care Excellence (NICE) recommendation that 20 mph limits be adopted, even without physical measures to reduce speeds, in order to reduce the unnecessary accelerations and decelerations that contribute to vehicle emissions. It also notes the Ministry of Transport's conclusion that 20 mph limits have "the potential to affect vehicle emissions and air quality, reduce CO<sub>2</sub> (greenhouse gas) emissions, and reduce noise level."

This Council notes the findings of the Public Health England 'Working Together to Promote Active Travel' briefing to Local Authorities, that repeated national surveys show strong public support for 20mph in residential streets.<sup>2</sup>

This Council notes that the most recent Department of Transport research into the effectiveness of 20mph zones has shown that they successfully reduce traffic speeds, and that this reduction is greatest among the fastest drivers.<sup>3</sup>

*Continued ...*

The report also records a 6-10% increase in cycling among children at different age groups from 6 upward, and a 5-7% increase in the number of children playing out in the street.

The cost of implementing signed 20 mph limits is £2-3 per resident according to research into existing schemes by the 20s Plenty Campaign. This outlay is an invest-to-save measure which will bring in long-term savings in casualty reduction, and improved public health from cleaner air and increases in active travel.

This Council resolves to:

- give local communities in Trafford the right to request signed 20 mph speed limits on their streets. This will initially be funded from the parking scheme consultation budget, extending the benefits of this fund to all residents, no matter what form of transport they use.
- adopt a default signed 20 mph speed limit where painted cycle lanes are removed from roads that form part of the Transport for Greater Manchester Cycle Network.
- adopt a policy favouring the implementation of signed 20 mph zones in all Trafford's town centres and retail districts. A report outlining how this can be achieved and funded over a five-year period will be presented to council in the next year.
- ask the Council Leader to write to the Department for Transport calling for more funding for local councils to create 20 mph zones and investment in schemes to encourage walking and cycling.

1 Air pollution: outdoor air quality and health: NICE guideline [NG70] Published date: June 2017  
<https://www.nice.org.uk/guidance/ng70/chapter/Recommendations>

2 Working Together to Promote Active Travel. A briefing for local authorities  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/523460/Working\\_Together\\_to\\_Promote\\_Active\\_Travel\\_A\\_briefing\\_for\\_local\\_authorities.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/523460/Working_Together_to_Promote_Active_Travel_A_briefing_for_local_authorities.pdf)

3 20 mph speed limits on roads  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/757307/20mph-headline-report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/757307/20mph-headline-report.pdf)

(d) **Motion Submitted by the Conservative Group - Greater Manchester Spatial Framework**

This Council notes that:

- A Climate Emergency was declared in Trafford in November 2018. Part of the Declaration included seeking advice from experts to develop a carbon budget; consider the Climate Emergency impact of each area of the Council's activities and to make recommendations and set ambitious timescales for reducing these impacts.
- Many local residents are concerned by the proposed Greater Manchester Spatial Framework ("the GMSF"), which includes proposals for significant release of greenbelt land for residential

*Continued ...*

development - which will likely negatively impact on the Climate Emergency's ambition for a carbon neutral Trafford.

- There is disappointment from councillors and residents with the delay in the publication of the revised proposals for the GMSF until after the Mayoral election in May, with the Conservative, Liberal Democrat and Green Party Mayoral candidates being on record as opposing the Framework.

This Council believes that:

- That building of homes and associated infrastructure on Carrington Moss and Timperley Wedge will destroy carbon capturing wetland moss and decimate wildlife. It will also reduce resident's access to green, open space and will reduce physical activity opportunities.
- That the land should be enhanced and protected for future generations to enjoy and to help to combat climate change.
- Given these factors, along with the new Civic Quarter Masterplan, stating the potential development of up to 4,000 new homes in the area, appropriate steps need to be taken by the Council to protect greenbelt land.

This Council resolves:

- For the Leader to write to the Mayor of Greater Manchester and demand that he publishes his final GMSF proposal before May 2020, to enable sufficient scrutiny and debate of these proposals ahead of the Mayoral election.
- That given the critical nature of the Climate Emergency, to declare at the next meeting of the Greater Manchester Combined Authority that Trafford cannot tolerate the scale of the proposals, and to demand a dramatic reduction in the loss of greenbelt land by a minimal of 80% in the proposals.
- That if the Leader cannot get these assurances from the Mayor of Greater Manchester, to withdraw Trafford from the GMSF, and for Trafford to continue to develop its own Local Plan but focused solely on brownfield site development.

Yours sincerely,



**SARA TODD**  
Chief Executive

### Membership of the Council

Councillors R. Chilton (Mayor), L. Walsh (Deputy Mayor), D. Acton, S. Adshead, A. Akinola, S.B. Anstee, Dr. K. Barclay, J. Bennett, Miss L. Blackburn, C. Boyes, J. E. Brophy, B. Brotherton, D. Bunting, D. Butt, T. Carey, Dr. S. Carr, K.G. Carter, C.H. Churchill, G. Coggins, M. Cordingley, J. Dillon, A. Duffield, N. Evans, M. Freeman, Mrs. D.L. Haddad, J. Harding, B. Hartley, J. Holden, C. Hynes, D. Jarman, D. Jerrome, P. Lally, J. Lamb, J. Lloyd, S. Longden, M. Minnis, A. Mitchell, D. Morgan, P. Myers, A. New, J.D. Newgrosh, E. Patel, K. Procter, S.B. Procter, B. Rigby, T. Ross, B. Shaw, J. Slater, E.W. Stennett, S. Taylor, S. Thomas, R. Thompson, M.J. Welton, A. Western, D. Western, G. Whitham, A.M. Whyte, A.J. Williams, B.G. Winstanley, J.A. Wright and Mrs. P. Young.

### Further Information

For help, advice and information about this meeting please contact:

Ian Cockill, Governance Officer  
Tel: 0161 912 1387  
Email: [ian.cockill@trafford.gov.uk](mailto:ian.cockill@trafford.gov.uk)

This Summons was issued on **Tuesday, 10 March 2020** by the Legal and Democratic Services Section, Trafford Council, Trafford Town Hall, Talbot Road, Stretford M32 0TH

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Members of the public may also film or record this meeting. Any person wishing to photograph, film or audio-record a public meeting is requested to inform Democratic Services in order that necessary arrangements can be made for the meeting. Please contact the Democratic Services Officer 48 hours in advance of the meeting if you intend to do this or have any other queries.



## TRAFFORD BOROUGH COUNCIL

19 FEBRUARY 2020

### PRESENT

The Worshipful the Mayor (Councillor Rob Chilton), in the Chair.

L. Walsh (Deputy Mayor)	J. Dillon	J.D. Newgrosh
D. Acton	A. Duffield	E. Patel
S. Adshead	N. Evans	K. Procter
S.B. Anstee	M. Freeman	B. Rigby
Dr. K. Barclay	Mrs. D.L. Haddad	T. Ross
J. Bennett	J. Harding	J. Slater
Miss L. Blackburn	B. Hartley	S. Taylor
C. Boyes	J. Holden	S. Thomas
J. E. Brophy	C. Hynes	R. Thompson
B. Brotherton	D. Jarman	M.J. Welton
D. Bunting	D. Jerrome	A. Western
D. Butt	P. Lally	D. Western
T. Carey	J. Lamb	G. Whitham
Dr. S. Carr	M. Minnis	A.M. Whyte
K.G. Carter	A. Mitchell	A.J. Williams
C.H. Churchill	D. Morgan	B.G. Winstanley
G. Coggins	P. Myers	J.A. Wright
M. Cordingley	A. New	Mrs. P. Young

### In attendance

Chief Executive	S. Todd
Corporate Director of Governance and Community Strategy	J. Le Fevre
Corporate Director of Finance and Systems	N. Bishop
Head of Financial Management	G. Bentley
Governance Manager	J. Addison
Senior Governance Officer	I. Cockill
Governance Officer	F. Fuschi

### APOLOGIES

Apologies for absence were received from Councillors A. Akinola, J. Baugh, J. Lloyd, S. Longden, S.B. Procter, B. Shaw and E.W. Stennett.

### 67. MINUTES

That the Minutes of the Meeting of the Council held on 29 January 2020, be approved as a correct record and signed by the Chair.

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**68. ANNOUNCEMENTS**

(a) Her Majesty the Queen's New Year's Honours

The Mayor took the opportunity to recognise those residents named in Her Majesty the Queen's New Year Honours List, namely:

Professor Colin Gareth Bailey of Altrincham awarded the citation of Commander of the Most Excellent Order of the British Empire for (CBE) services to Engineering;

Karen Ruth James of Altrincham awarded the citation of Officer of the Most Excellent Order of the British Empire (OBE) for services to the National Health Service;

Jenifer Burden of Stretford awarded the citation of Member of the Most Excellent Order of the British Empire (MBE) for services to Education; and

Joanne Kenny of Sale awarded the citation of Member of the Most Excellent Order of the British Empire (MBE) for services to Education.

The Mayor advised that he had written to the recipients to convey the Council's congratulations.

(b) Civic Funeral

The Mayor conveyed the personal thanks of Mrs. Hazel Bowker and her family, to the Council and to all those who had attended former Councillor Ray Bowker, MBE's funeral service on 14 February 2020. Ray's family had been overwhelmed by the many cards and kind words of sympathy expressed.

(c) Councillor Mrs. Denise Haddad

Announcing that it was Councillor Mrs. Haddad's last Council meeting, having decided to stand down at the next elections, the Mayor was joined by the Council in conveying appreciation for all her efforts on behalf of Trafford and in wishing her well for the future.

**69. QUESTIONS BY MEMBERS**

The Mayor reported that this item would be deferred to the next Meeting of the Council.

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**70. BUDGET 2020/21**

(Note: PROCEDURAL ARRANGEMENTS - In respect of the main item of business on the agenda, the Mayor announced that the Leader of the Council (or his nominee) would have a maximum of 15 minutes to make the initial speech and a further maximum of 15 minutes to summarise the debate. The Leader of the Main Opposition Group (or his nominee) would have a maximum of 15 minutes, whereas, the Leaders of the Minority Opposition Groups (or their respective nominees) would each have a maximum of 10 minutes to make their initial speeches. Each Opposition Group Leader (or their respective nominees) would each have a further maximum of 5 minutes to summarise on behalf of their respective Groups.

The Mayor also outlined the approach for dealing with amendments, indicating that notice should be given during the initial speeches. Should any amendments be made to the main motion, they were to be dealt with in the order in which notice was given and when called upon were to be moved without further comment. Time for seconders of amendments and for all other speeches would be restricted to a maximum of 3 minutes.)

The Executive Member for Finance presented a number of reports setting out the proposed budget for the forthcoming year which had been recommended by the Executive at its meeting held earlier that evening.

It was moved and seconded that the Executive's recommendations set out in each of the following reports: Executive's Revenue Budget Proposals 2020/21 and Medium Term Financial Strategy 2021/22 – 2022/23; Capital Strategy, Capital Programme and Prudential and Local Indicators 2020-2023; Treasury Management Strategy 2020/21 – 2022/23; Fees, Charges and Allowances 2020/21, be approved subject to the inclusion of the following:

Due to the late publication of the Final Local Government Finance Settlement, Council delegate authority to the Corporate Director of Finance and Systems in consultation with the Executive Member for Finance and Investment to vary the level of Budget Support Reserve needed to balance the 2020/21 revenue budget in the event of any change at final settlement.

and that the Council sets and approves the amounts as the amounts of the Council Tax for the year 2020/2021, in accordance with the Local Government Finance Act 1992, as amended, for each of the categories of dwellings included in the respective valuation bands A to H.

Councillor Myers responded to the Motion on behalf of the Conservative Group and gave notice of an amendment. Councillor Newgrosh, on behalf of the Liberal Democrats Group and then Councillor Coggins, on behalf of the Green Party Group also responded to the Motion.

Dealing with the amendment signified, it was moved and seconded as an amendment that:

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“The Council notes the request of the Executive to consider and adopt the resolutions contained the joint reports of the Executive Member for Finance and the Corporate Director of Finance and Systems, presented to the Executive on 19 February 2020.

The Council agrees these recommendations, subject to the following amendments:

1. The installation of 100, 50-kilowatt electric vehicle charging stations for residents, businesses and visitors to Trafford.

The Government has announced that the sale of new petrol and diesel driven vehicles, as well as hybrid vehicles, will be banned from 2035, possibly 2032. Research shows that the greatest barrier to people switching to all electric vehicles is the fear of running out of battery power and being stranded. A typical electric car takes 8 hours to charge from 7-kw home charging points.

For many electric cars, drivers can add up to 100 miles of range in half an hour from 50-kilowatt rapid charger. Trafford will need to host at least 5,000 rapid charge points to begin to meet our share of the national demand, some of which will be satisfied by off-road, private provision. This amendment will make a large contribution to reducing the number of fossil fuel vehicles in Trafford and our carbon footprint.

The revenue impact of this amendment can be contained with the existing budget. There would, however, be a revenue income from customers of the chargers. The unit costs of rapid chargers vary between £2,000 and £5,000 which would be offset by grants from the Government.

2. Increase removal of old street trees which are currently uprooting pavements and replace with ornamental trees on a 5 for 2 basis.

In many of Trafford’s roads, forest trees have grown to a point where they have uprooted pavements and now prevent pedestrians from passing without stepping into the road. This particularly impacts on the elderly, those who are disabled and residents with prams.

Replacing the trees and repairing the footway will improve safety, reduce insurance claims against the Council from damage to private property and improve the street scene. Planting five trees for every two removed, will improve carbon dioxide absorption as the trees mature.

The revenue costs of this amendment can be contained within the existing budget.

3. Introduce CCTV in areas prone to fly-tipping.

Last year, more than one million incidences of fly-tipping were dealt

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with by councils in England. The estimated cost of clearing up this waste was more than £60 million. Uncontrolled illegal waste disposal can be hazardous to the public, especially if it contains toxic material or asbestos. There could be a risk of damage to watercourses and soil quality from the dumped waste.

Catching and successfully prosecuting fly-tippers is difficult but CCTV evidence forms an important part of the legal process. Installing CCTV in area prone to illegal tipping will act as a deterrent, improve the street scene and improve public safety.

The impact on the revenue budget for installing and managing 14 cameras is £12,600. The capital cost is £160,000.

4. Proactively offer grants for resident groups that take on litter picking.

There are many residents' groups in Trafford that voluntarily give up their time to pick up other peoples' litter. In addition to consumables such as bags, the groups need reach-grabbers, yellow vests, etc. Many residents would be prepared join a litter picking groups. These grants would fund websites and leaflet drops that would allow the groups to communicate with and build assistance among local residents.

There is no capital cost associated with this amendment. The impact on the revenue budget for four grants would be £16,000.

5. Give grants to Friends of Parks that will increase membership.

Friends groups help Trafford Council by giving a valuable insight into the needs and aspirations of the local community. They can help gain funding for restoration and conservation projects and can give opinions on proposed plans for the parks and open spaces. However, many groups struggle to attract new member. This grant would fund a simple website, leaflets drops and an electronic membership program for the Friends of Parks that would allow them to communicate with their local residents and park users.

There is no capital cost associated with this amendment. The impact on the revenue budget for twenty-eight 'Friends Grants' would be £112,000.

The overall costs of these amendments are given in the table.

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Amendment	Impact on Revenue Budget	Impact on Capital Budget
Rapid electric chargers		*£500,000
Planting more street trees		£100,000
Tackling fly-tipping	£12,600	£160,000
Supporting litter picking	£16,000	
Supporting Friends of Parks	£112,000	
Borrowing for capital expenditure	£52,440	
Total	£193,040	£760,000

\*Offset by Government grant. In addition, there would be a revenue income from customers

The total revenue requirement to deliver these amendments would be funded from the Budget Support Reserve.”

Following a debate on the matter, the amendment was put to the vote and declared lost.

It was moved and seconded as a second amendment that:

“The Council notes the resolutions and recommendations set out in the Budget papers before Council this evening.

The Council agrees these recommendations, subject to the following amendments:

1. The installation of 100, 50-kilowatt electric vehicle charging stations for residents, businesses and visitors to Trafford.

The Government has announced that the sale of new petrol and diesel driven vehicles, as well as hybrid vehicles, will be banned from 2035, possibly 2032. Research shows that the greatest barrier to people switching to all electric vehicles is the fear of running out of battery power and being stranded. A typical electric car takes 8 hours to charge from 7-kw home charging points.

For many electric cars, drivers can add up to 100 miles of range in half an hour from 50-kilowatt rapid charger. Trafford will need to host at least 5,000 rapid charge points to begin to meet our share of the national demand, some of which will be satisfied by off-road, private provision. This amendment will make a large contribution to reducing the number of fossil fuel vehicles in Trafford and our carbon footprint.

The revenue impact of this amendment can be contained with the existing budget. There would, however, be a revenue income from customers of the chargers. The unit costs of rapid chargers vary between £2,000 and £5,000 which would be offset by grants from the Government. The cost allocated to this would be up to £500,000 of

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capital expenditure, with associated revenue spend implications to satisfy repayment of the capital outlay.

2. Introduce CCTV in areas prone to fly-tipping.

Last year, more than one million incidences of fly-tipping were dealt with by councils in England. The estimated cost of clearing up this waste was more than £60 million. Uncontrolled illegal waste disposal can be hazardous to the public, especially if it contains toxic material or asbestos. There could be a risk of damage to watercourses and soil quality from the dumped waste.

Catching and successfully prosecuting fly-tippers is difficult but CCTV evidence forms an important part of the legal process. Installing CCTV in area prone to illegal tipping will act as a deterrent, improve the street scene and improve public safety.

The impact on the revenue budget for installing and managing 14 cameras is £12,600. The capital cost is £160,000.”

Following a debate on the matter, the second amendment was put to the vote and declared carried and the consequential changes to the Substantive Motion were reported as follows:

- a) Approves the 2020/21 net Revenue Budget of **£175.26** million.
- j) Approves the Capital Strategy, Prudential and Local Indicators and overall level of the Capital Programme and Asset Investment Fund of **£369.38** million (as detailed in the Capital Strategy, Capital Programme and Prudential Indicators 2020-23) of which **£262.77** million relates to 2020/21; including the proposal in relation to **£107.58** million of new prudential borrowing.
- u) The budget gap for the two years 2021/22, **£15.07** million and 2022/23, **£5.66** million.
- v) That the Capital Programme for 2020/21, 2021/22 and 2022/23 is to be set at an indicative **£262.77** million, **£60.37** million and **£46.24** million respectively (indicative at this stage as a number of capital grants not yet known).

The Council proceeded to debate the substantive Motion and then, in accordance with procedures agreed at the outset of the debate, the Political Group Leaders summarised the essential views of their respective group and responded to some of the issues that had arisen from the debate.

The Substantive Motion was then put to a recorded vote, in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014. The result was as follows:

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Those in favour of the substantive Motion: Councillors Acton, Adshead, Anstee, Dr. Barclay, Bennett, Miss Blackburn, Boyes, Brotherton, Bunting, Butt, Carey, Dr. Carr, Carter, Mrs. Churchill, Cordingley, Dillon, Duffield, Evans, Freeman, Mrs. Haddad, Harding, Hartley, Holden, Hynes, Jarman, Lally, Lamb, Mitchell, Morgan, Myers, New, Patel, K. Procter, Rigby, Ross, Slater, Taylor, Thomas, Thompson, Walsh, A. Western, D. Western, Whitham, Whyte, Williams, Winstanley, Wright and Mrs. Young.

Those against the substantive Motion: Councillors Coggins, Jerrome and Welton.

Those choosing to abstain: Councillors Brophy, Minnis and Newgrosh.

With the result of the vote being 48 in favour and 3 against, with 3 abstentions, the Substantive Motion was declared carried.

**RESOLVED:**

- (1) That the Council:
  - a) Approves the 2020/21 net Revenue Budget of £175.26 million.
  - b) Approves the 2021/22 to 2022/23 Medium Term Financial Strategy (MTFS) including the income and savings proposals.
  - c) Approves the calculation of the Council Tax Requirement as summarised in Section 9.1 of the Revenue Budget Proposals report and the formal Council Tax Resolution set out at (2) below.
  - d) Approves the proposal to increase Council Tax by 3.99% in 2020/21:
    - 1.99% general increase in the 'relevant basic amount' in 2020/21, 2021/22 and 2022/23, and
    - 2% for the 'Adult Social Care' precept in 2020/21.
  - e) Approves the planned application of earmarked reserves as detailed in Section 6, Paragraph 6.4.2 of the Revenue Budget Proposals report.
  - f) Approves the Fees and Charges for 2020/21 and those relating to Registration of Births, Death and Marriages also shown for 2021/22, as set out in the Fees and Charges booklet.
  - g) Delegates authority jointly to each Corporate Director in consultation with the Corporate Director of Finance and Systems to amend fees and charges during 2020/21 in the event of any change in VAT rate, as appropriate.
  - h) Delegates authority jointly to each Corporate Director in consultation with the Corporate Director of Finance and Systems to amend fees and charges during 2020/21 where the economics of the charge levels have changed (e.g. costs have risen unexpectedly), or for commercial reasons.



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- i) Approves the proposal to maintain the minimum level of General Reserve for 2020/21 at £7.0 million, the same level as in 2019/20 (Section 6.6 of the Revenue Budget Proposals report).
- j) Approves the Capital Strategy, Prudential and Local Indicators and overall level of the Capital Programme and Asset Investment Fund of £369.38 million (as detailed in the Capital Strategy, Capital Programme and Prudential Indicators 2020-23) of which £262.77 million relates to 2020/21; including the proposal in relation to £107.58 million of new prudential borrowing.
- k) Approves the Treasury Management Strategy 2020/21 to 2022/23, including the debt strategy (Section 3), the Treasury Investment Strategy (Section 5) and the Prudential Indicators, including the Authorised Limit (as required by Section 3(1) of the Local Government Act 2003, Operational Boundary, Minimum Revenue Provision and investment criteria, as set out in Appendix 3 of the report.
- l) Approves the proposed distribution of Dedicated Schools Grant as recommended by the School Funding Forum and Executive, as summarised in Section 8 and detailed in Annex J of the Revenue Budget Proposals report.
- m) Due to the late publication of the Final Local Government Finance Settlement, delegates authority to the Corporate Director of Finance and Systems, in consultation with the Executive Member for Finance and Investment to vary the level of Budget Support Reserve needed to balance the 2020/21 revenue budget in the event of any change at final settlement.

That in recommending approval of the above, the Council confirms that it has taken into consideration:

- n) The objective assessment by the Corporate Director of Finance and Systems of the robustness of budget estimates and adequacy of the financial reserves (Section 6 and Annex I of the Revenue Budget Proposals report).
- o) The Executive's response to the Scrutiny Committee's recommendations to the budget proposals as included in a separate report considered at the Executive meeting held on 19 February 2020.
- p) The Council's Public Sector Equality duty.
- q) The results of the consultation on the budget proposals where required.

That in addition, the Council notes the following:

- r) The approval on 18 January 2020 under delegated powers by the Corporate Director of Finance and Systems of the Council Tax Base for 2020/21 at 77,386 Band D equivalents.

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- s) the calculation of the estimated Council Tax surplus, sufficient to release £(1.216)million to support the Council's 2020/21 revenue budget and a distribution of £(180,000) and £(70,000) representing the respective shares of the Mayoral Police and Crime Commissioner Precept and Mayoral General Precept (including Fire Services).
  - t) The base budget assumptions as set out in the Medium Term Financial Strategy (MTFS) as detailed in Annex A of the Revenue Budget Proposals report.
  - u) The budget gap for the two years 2021/22, £15.07 million and 2022/23, £5.66m.
  - v) That the Capital Programme for 2020/21, 2021/22 and 2022/23 is to be set at an indicative £262.77 million, £60.37 million and £46.24 million respectively (indicative at this stage as a number of capital grants not yet known).
  - w) That the Council Tax figures included in the report for the Mayoral Police and Crime Commissioner Precept and Mayoral General Precept (including Fire Services) are the recommended provisional amounts pending their formal approval.
- (2) That, as referred to in c) above, the Council calculates the formal Council Tax Resolution as follows:

1. It be noted that on 18th January 2020 the Council calculated
  - (a) the Council Tax Base 2020/21 for the whole Council area as 77,386 [Item T in the formula in Section 31B(3) of the Local Government Finance Act 1992, as amended (the "Act")] and;
  - (b) 1,573 for dwellings in the Parish of **Partington**;
  - (c) 125 for dwellings in the Parish of **Carrington**;

to which Parish Precepts relate.

**It is recommended : -**

2. That the Council approve the Council Tax Requirement for the Council's own purposes for 2020/21 (excluding Parish precepts) as £103,989,759.
3. That the Council agrees the calculation of the Aggregate Amounts for the year 2020/21 in accordance with Sections 31 to 36 of the Act:
  - (a) £491,536,139 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils.

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- (b) £387,460,771 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
- (c) £104,075,368 being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. (Item R in the formula in Section 31A(4) of the Act).
- (d) £1,344.89 being the amount at 3(c) above (Item R), all divided by Item T (1(a) above), calculated by the Council, in accordance with Section 31B(1) of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
- (e) £85,609 being the aggregate amount of all special items (Parish precepts) referred to in Section 34(1) of the Act.
- (f) £1,343.78 being the amount at 3(d) above less the result given by dividing the amount at 3(e) above by Item T (1(a) above), calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates.
- (g) £1,395.82 **Parish of Partington**  
being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned at 3(e) above divided by the amount at 1(b) above, calculated by the Council, in accordance with section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.
- (h) £1,373.78 **Parish of Carrington**  
being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned at 3(e) above divided by the amount at 1(c) above, calculated by the Council, in accordance with section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate
4. The council tax set by Trafford Council includes a 2.0% increase to be spent exclusively on supporting the delivery of adult social care services.
5. That it be noted that for the year 2020/21 the Mayoral Police and Crime Commissioner and the Mayoral General (including Fire Services) have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992, for each category of dwellings in the Council's area as indicated in the table below.
6. That the Council, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the aggregate shown in the tables below as the amounts of Council Tax for 2020/21 for each part of its area and for each of the categories of dwellings.

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**Valuation Bands**

<b>Council Tax Schedule 2020/21</b>	<b>Band A £</b>	<b>Band B £</b>	<b>Band C £</b>	<b>Band D £</b>	<b>Band E £</b>	<b>Band F £</b>	<b>Band G £</b>	<b>Band H £</b>
<b>Trafford Council (including Adult Social Care Precept)</b>	895.85	1,045.16	1,194.47	1,343.78	1,642.40	1,941.02	2,239.63	2,687.56
<b>Mayoral Police and Crime Commissioner Precept</b>	138.86	162.01	185.15	208.30	254.58	300.87	347.16	416.60
<b>Mayoral General Precept (including Fire Services)</b>	60.63	70.73	80.84	90.95	111.16	131.37	151.58	181.90
<b>Sub total</b>	<b>1,095.34</b>	<b>1,277.90</b>	<b>1,460.46</b>	<b>1,643.03</b>	<b>2,008.14</b>	<b>2,373.26</b>	<b>2,738.37</b>	<b>3,286.06</b>

<b>Partington</b>								
Parish only	34.69	40.48	46.26	52.04	63.60	75.17	86.73	104.08
Parish & District only	930.54	1,085.64	1,240.73	1,395.82	1,706.00	2,016.19	2,326.36	2,791.64
<b>Aggregate of Council Tax requirements (incl. – Mayoral Precepts)</b>	<b>1,130.03</b>	<b>1,318.38</b>	<b>1,506.72</b>	<b>1,695.07</b>	<b>2,071.74</b>	<b>2,448.43</b>	<b>2,825.10</b>	<b>3,390.14</b>
<b>Carrington</b>								
Parish only	20.00	23.33	26.67	30.00	36.67	43.33	50.00	60.00
Parish & District only	915.85	1,068.49	1,221.14	1,373.78	1,679.07	1,984.35	2,289.63	2,747.56
<b>Aggregate of Council Tax requirements (incl. – Mayoral Precepts)</b>	<b>1,115.34</b>	<b>1,301.23</b>	<b>1,487.13</b>	<b>1,673.03</b>	<b>2,044.81</b>	<b>2,416.59</b>	<b>2,788.37</b>	<b>3,346.06</b>

**PARISH COUNCIL PRECEPTS**

<b>Parish/Town Council</b>	<b>2019/20</b>			<b>2020/21</b>			<b>C Tax Increase</b>
	<b>Tax Base</b>	<b>Precepts £</b>	<b>Council Tax Band D (£)</b>	<b>Tax Base</b>	<b>Precepts £</b>	<b>Council Tax Band D (£)</b>	
Partington	1,577	67,023	42.50	1,573	81,859	52.04	22.45%
Carrington	124	0		125	3,750	30.00	N/A
<b>TOTAL</b>	<b>1,701</b>			<b>1,698</b>	<b>85,609</b>		

The meeting commenced at 7.05 p.m. and finished at 9.02 p.m.

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**71. INFORMAL MEETING OF THE COUNCIL**

(Note: At the conclusion of the formal meeting of the Council, an informal meeting was held to extend an invitation to:

Councillor Laurence Walsh to be the Mayor of the Borough of Trafford for 2020/21;

and

Councillor Chris Boyes to be the Deputy Mayor of the Borough of Trafford for 2020/21.

The informal meeting concluded at 9.05 p.m.)

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## TRAFFORD COUNCIL

**Report to:** Council  
**Date:** 18th March 2020  
**Report for:** Approval  
**Report of:** Sara Saleh, Corporate Director of People

### Report Title

**Trafford Council's Pay Policy Statement 2020/21**

### Summary

**This paper provides Council with information relating to Trafford's pay policy for 2020/21 in line with the requirements for the Localism Act 2011.**

### Recommendations

**To note and approve the 2020/21 Pay Policy statement as set out in the attached report as recommended by Employment Committee on 2<sup>nd</sup> March 2020.**

### Contact person for access to background papers and further information:

**Name:** Angela Beadsworth  
**Extension:** 1291

### Background Papers:

The Code of Recommended Practice for Local Authorities on Data Transparency - Department for Communities and Local Government.

Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011 – Department for Communities and Local Government.

Local Government Transparency Code 2015.

Relationship to Policy Framework/Corporate Priorities	The information provided within the report supports delivery of all of our corporate priorities and ensures robust governance for the workforce pay structure.
Financial	The report information ensures that we comply with financial regulations in respect of data transparency and accounts and audit regulations.
Legal Implications:	Compliance with all relevant employment legislation is a critical and a key component of this

	strategy to ensure that our legal governance structure is robust and can defend employment claims should the need arise.
Equality/Diversity Implications	The pay policy will ensure that we remunerate our employees fairly and with due respect to all equality policies and strategies.
Sustainability Implications	Not applicable
Staffing/E-Government/Asset Management Implications	Not applicable
Risk Management Implications	Not applicable
Health & Wellbeing Implications	Not applicable
Health and Safety Implications	Not applicable

## 1. Background

The Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011.

The requirements of the Localism Act in respect of transparency about senior pay builds on the Accounts and Audit Regulations 2015 with which the Council is also compliant; published details of the Council's remuneration of its Chief Executive and Corporate Directors can be found on the Council's public website.

The Pay Policy Statement articulates the Council's own policies towards a range of issues relating to the pay of its workforce, in particular its senior staff (Chief Officers, as defined by the Local Government and Housing Act 1989) and to its lowest paid employees. The purpose of the Pay Policy Statement is to increase accountability in relation to pay.

As specified in the Act, this requirement does not extend to schools and this Statement does not therefore include school based employees.

The statement also incorporates the Council's Gender Pay Gap information as the Council is now required to publish this on an annual basis under the GPG reporting requirements.

In summary, the Pay Policy Statement identifies:

- ❖ The method by which salaries and severance payment are determined;
- ❖ The detail and level of remuneration of the Council's most senior managers i.e. Chief Executive, Corporate Leadership Team, Service Directors;
- ❖ The committee responsible for ensuring that the Pay Policy Statement is applied consistently, the Employment Committee, which has delegated powers in relation to senior manager employment;
- ❖ The detail and level of remuneration for the lowest level of post/employee;



- ❖ The ratio of pay of the top earner and that of the median earner.

## **2. Recommendation**

Council is recommended to note and approve the 2020/21 Pay Policy statement as detailed below.

**TRAFFORD PAY POLICY STATEMENT 2020/21**

**1. Introduction**

- 1.1 The purpose of the Pay Policy Statement is to ensure transparency and accountability with regard to the Council's approach to setting pay.
- 1.2 The Pay Policy Statement has been approved by Council and is publicised on the Council's website in accordance with the requirements of the Localism Act 2011.
- 1.3 The Pay Policy Statement identifies:
- The methods by which salaries of all employees are determined;
  - The detail and level of remuneration of its most senior staff i.e. Head of Paid Service, 'Chief Officers', the Monitoring Officer, and Deputy Chief Officers as defined by the relevant legislation;
  - The remuneration of its lowest paid employees;
  - The relationship between the remuneration levels of the most senior employees and that of other employees;
  - 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.
- 1.3 Once approved by Full Council, this policy statement will come into immediate effect and will be subject to review as a minimum on an annual basis.

**2. Scope**

- 2.1 The Council's Pay Policy Statement relates to employees of Trafford Council whose remuneration, including rate of pay and terms and conditions are determined by and within the control of the authority. It does not apply to the following.
- All employees working in schools.
  - Employees on secondment where their rates of pay or terms and conditions are not set by the authority.
  - Individuals employed by a third party contracted to work for the authority, i.e. agency workers.
  - Individuals employed through the authority on behalf of a third party where their rates of pay or terms and conditions are not set by the authority.
  - Volunteers or work experience placements.

### **3. Legislation Relevant to Pay and Remuneration**

- 3.1. In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the National Minimum Wage (Amendment) Regulations 2018, Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.
- 3.2 The Council ensures there is no discrimination within its pay structures and that all pay differentials can be objectively justified through the use of NJC and Hay job evaluation mechanisms, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

### **4. Accountability and Decision Making**

- 4.1 In accordance with the Constitution of the Council, the Employment Committee is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.
- 4.2 Decisions relating to salary packages for new posts above £100k are subject to full Council approval. In addition, any severance arrangements agreed in line with the relevant policies that exceed £100k are subject to full Council approval.

### **5. Context**

- 5.1 Trafford Council serves local residents, with bold ambitions, re-thinking the traditional problems faced by local authorities to respond positively to the challenges faced. The Council serves a population of 234,673 (ONS population estimates 2016). The Council's Corporate Plan for 2018 to 2022 details the vision and outlines 7 corporate priorities which are key to the delivery of that vision.
- 5.2 As at January 2020 the Council had an employee headcount of 2471, covering 2552 posts across our 6 directorates. With 52% of posts being part-time and 48% of posts being full-time, the full time equivalent (FTE) employee figure is was 1937.

### **6. Pay Structure**

- 6.1 The Council's pay strategy must be one of balance between securing and retaining high-quality employees whilst maintaining pay equality and avoiding excessive pay rates.
- 6.2 The Council uses the nationally negotiated pay spine(s) (i.e. a defined list of salary points) as the basis for its local pay structure, which determines

the salaries of the large majority of its (non-teaching) workforce together with the use of locally determined rates where these do not apply.

- 6.3 All other pay-related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time further to collective bargaining.
- 6.4. In determining its grading structure and setting remuneration levels for any posts, which fall outside its scope, the Council takes account of the need to ensure value for money in respect of the use of public expenditure. However this has to be balanced against the need to recruit and retain employees who are able to provide high quality services to the community, delivered effectively and efficiently and at times at which those services are required.
- 6.5 New appointments will normally be made at the minimum of the relevant pay scale for the grade, although from time to time it may be necessary to take account of the external pay levels in the labour market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using data sources available from within the local government sector and outside, as appropriate.
- 6.6 To meet specific operational requirements, it may be necessary for an individual to temporarily take on extra duties, which are in addition to their normal role. The Council's arrangements for authorising any additional remuneration relating to temporary additional duties are set out in the Acting-up and Additional Responsibility Payments Policy.
- 6.7 Any temporary supplement to the salary scale for the grade is approved in accordance with the Council's Market Supplement Policy.

## **7. Senior Management Pay Arrangements**

- 7.1 For the purposes of this statement, senior management means 'Chief Officers' as defined within the Localism Act. The posts falling within the statutory definition are set out in the data published for the Local Government Transparency Code 2015 and the Accounts and Audit Regulations 2015. Within the Council Chief Officers are those on grades SM2 and SM3.
- 7.2 The Chief Executive and Chief Officers receive minimal additions to salary. The Chief Executive and Chief Officers who act as Returning Officer and Deputy Returning Officers receive fees for local and other elections as they arise from time to time. The level of these fees depends on the type of election. These are published annually in the Council's annual Statement of Accounts.

- 7.3 The Chief Officer car allowance scheme was deleted as part of the 2014/15 budget proposals along with the general essential car user scheme which was replaced by a critical car user scheme. The Chief Executive and Chief Officers do not qualify for the scheme and so do not receive critical car user allowance.
- 7.4 The Council does not pay performance related pay to Senior Managers or any other employee group.
- 7.5 The Council does not pay bonuses to Senior Managers or any other employee group.
- 7.6 We will continue to consider how we can introduce more transparent performance arrangements at a senior management level. Salary progression within the range is linked to attainment of pre-determined objectives and targets as set out in the appraisal process.
- 7.7 An organisation chart covering staff in the top three levels of the organisation provides information on the senior salary pay structure for the Council. This is produced in line with the requirements of the Transparency Code 2015.

## **8. Recruitment of Chief Officers**

- 8.1 The Council's policy and procedures with regard to recruitment of Chief Officers is set out within the Council constitution Part 4 Officer Employment procedure rules.
- 8.2 When recruiting to all posts, the Council will take full and proper account of all provisions of relevant employment law and its own Equality, Recruitment and Redeployment Policies as approved by Council.
- 8.3 Decisions relating to the remuneration of any newly appointed Chief Officer will be in accordance with relevant job evaluation methodology, market factors and recruitment policies in place at the time. For new posts, with recommended salary packages in excess of £100k, approval of Full Council is required.
- 8.4 Where the Council is unable to recruit Chief Officer posts, or there is a need for interim support to provide cover for a substantive Chief Officer post, the Council will, where necessary, consider engaging individuals under a 'contract for service'. These will be sourced through a relevant procurement process ensuring the council is able to demonstrate the maximum value for money benefits, from competition, in securing the relevant service.
- 8.5 It should be noted that when these engagements are established, the Council is not required to make either pension or national insurance contributions for such individuals.

8.6 The Council has had 2 interim appointments in place at Chief Officer level throughout 2019/20. One was to cover the statutory role of Director of Children's Services (DCS) – this role has now been appointed to on a permanent basis. The other has been to cover the Director of Development post which is critical to the Council's financial plan and investment strategy. The current resourcing position is being reviewed and a permanent solution is being progressed.

## **9. Re-employment / Re-engagement of former Chief Officers**

9.1 The Organisational Change Framework sets out the arrangements and restrictions by which Chief Officers are re-employed or re-engaged on a contract for services following termination of employment.

9.2 The repayment of public sector exit payments once confirmed will determine our revised approach to the re-engagement of Chief Officers.

## **10. Pension Contributions**

10.1 Where employees have exercised their statutory right to become members of the Local Government Pension Scheme, the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee.

10.2 The rate of contribution is set by Actuaries advising the Greater Manchester Pension Fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded. The current rate is set at 20.4%.

## **11. Payments on Termination**

11.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers, prior to reaching normal retirement age, is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 [and if appropriate] Regulation 12 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007.

11.2 Any current payments falling outside of these provisions or the relevant periods of notice within the contract of employment shall be subject to a formal decision made by the Employment Committee. Payments on termination in relation to the policy set out above that exceed £100k are subject to approval of Full Council.

11.3 The proposed 'Public Sector Exit Payments (Limitation) Bill 2017-19 has been delayed and timescales for likely implementation are still unclear. Consultation was held between April and July 2019. The bill proposes to cap public sector exit payments and to enforce the repayment of public sector payments in certain

circumstances where an individual returns to the public sector. The cap for exit payments is currently proposed at £95,000 on the total value of exit payments made and applies in the case of any exit where a severance payment is made by a public sector employer (excluding ill health). Payments include those made to the pension scheme in order for an unreduced pension to be paid.

- 11.4 The Council will fully comply with changes to legislation in relation to remuneration and exit payment requirements should legislation change.

## 12. Lowest Paid Employees

- 12.1 The lowest paid employees employed under a contract of employment with the Council are employed on full time [36.25 hours] equivalent salaries in accordance with the minimum spinal column point (scp) currently in use within the Council's grading structure.
- 12.2 At the time of writing this report, the NJC pay award for 2020/21 has yet to be agreed and so prior to the pay award being applied, as at 1<sup>st</sup> April 2020, the lowest entry level spinal column point is equivalent to £17,364 per annum. This is an hourly rate of £9.19.
- 12.3 We track the current national and local initiatives regarding low paid staff, benchmarking with our regional counterparts to ensure pay parity. The Real Living Wage, is a minimum hourly rate based on the real cost of living and is currently at £9.30 and will rise again in November 2020. After the Council's NJC pay award is applied and back-dated to 1<sup>st</sup> April 2020 it is anticipated that the minimum hourly rate will be above the Real Living Wage.
- 12.4 The Council employs Apprentices who receive the National Living Wage, which is based on age. The National Living Wage rates by age are detailed below.

### National Living Wage rates 2020

Age	25 plus	21 to 24	18 to 20	Under 18	Apprentice (under 19 or in first year)
Hourly rate	£8.72	£8.20	£6.45	£4.55	£4.15

## 13. Pay Ratio

- 13.1 The following information is provided to assist with understanding the ratio calculation;

The Chief Executive Salary level used for comparative purposes is £165,000

- The lowest paid Council job has a maximum salary level of £17,323
- The Median (middle) of the salary range is £23,836

- 13.2 The ratio of pay of the top earner i.e. Chief Executive and that of the median earner is 1 to 6.92 and is within the 1:20 ratio recommended by the Hutton Review. In other words for every £1 earned by the median earner the Chief Executive earns £6.92.
- 13.3 The ratio between the lowest paid employee and average Chief Officer is 1:5.71 so for every £1 earned for the lowest paid member of staff the Chief Officer earns £5.71.
- 13.4 It is positive to see that the ratios have reduced as compared with last year, which is due to the fact that the pay award in April 2019 saw significant uplifts for staff on our lowest scale points.
- 13.5 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmarking information as appropriate. In addition, upon the annual review of this statement, it will also monitor any changes in the relevant 'pay multiples' and benchmark against other comparable Local Authorities.

#### **14. Equality and Inclusion**

- 14.1 Chief Officers are responsible for ensuring that they operate within the Council's Equality & Diversity in Employment Policy to provide equality of opportunity for all employees.
- 14.2 The Council is committed to ensuring that no-one is discriminated against, disadvantaged or given preference, through membership of any particular group, particularly based on age; disability; gender reassignment; race, religion or belief; sex; sexual orientation; marriage and civil partnership and pregnancy and maternity. This policy will be applied equally to all employees irrespective of their background or membership of a particular group.
- 14.3 In addition, in line with the Trade Union and Labour Relations (Consolidation) Act 1992 (TULCRA) Part 3, the Council is committed to ensure that employees are not disadvantaged or discriminated against by virtue of their trade union membership in the application of this policy.
- 14.4 The Council will regularly review this policy's impact on any equality and diversity issues, and will identify any inequalities by monitoring and will take appropriate action where necessary.

#### **15. Gender Pay Gap**

- 15.1 2019 is the third year of statutory Gender Pay Gap (GPG) reporting for the public sector. Public Authorities including government departments, the armed forces, local authorities and NHS bodies and most schools with 250 employees or more, must publish and report specific figures about their gender pay gap.



- 15.2 The information which must be published is the mean gender pay gap in hourly pay, the median gender pay gap in hourly pay, the mean bonus gender pay gap, the median bonus gender pay gap: proportion of males and females receiving a bonus payment and the proportion of males and females in each pay quartile. A point to note is that Trafford Council does not have any pay bonus schemes and so we do not report on this aspect.
- 15.3 The figures are based on pay received in March 2019, and the Council will publish on the National Gender Pay Gap Reporting website before the deadline of 30th March 2020.
- 15.4 Trafford Council's overall mean pay gap is 10.76% and the median is 20.58%, both in favour of male employees. There are a number of influencing factors which are as follows.
- Our GPG is significantly affected by the gender composition of our workforce which is 76% female and 24% male.
  - We employ a lot of part time roles in Trafford (49% of posts) which attract females and evidence shows that part-time roles pay less than full time roles.
  - When part-time roles are looked at the gender pay gap is positive for women as the mean is -1.89% and the median gap is -9.76%. For full-time employees the gender pay gap is 3.51% (mean) and 6.58% (median).
  - We have some large in-house services with lower paid bands which traditionally attract females – catering, cleaning, passenger assistants, care assistants and support workers; If we remove these groups the gap reduces to 5.48% (mean) and 9.98% (median);
  - We have an ageing workforce and evidence shows that the gender pay gap widens above age 40;
  - Some services such as highways and street cleaning services that predominantly attract male workers have been transferred out to a Contractor; this will have affected our GPG as associated posts tended to be on the lower pay bands;
  - When we break this down into workforce quartiles, the gap significantly reduces or becomes negative.
- 15.5 This is a very marginal increase on the figures for 2018, as published in March 2019 when the mean pay gap was 10.87% and the median pay gap was 17.64%.

## **16. Trade Unions**

- 16.1 The Council recognises two trade unions – UNISON and GMB, for collective bargaining purposes and there are currently two full time equivalent UNISON officials in employment.

## **17. Publication**

- 17.1 Upon approval by the Full Council, this statement will be published on the Council's Website.

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## TRAFFORD COUNCIL

**Report to:** Council  
**Date:** 18th March 2020  
**Report for:** Approval  
**Report of:** Sara Saleh, Corporate Director of People

### Report Title

**Revised remuneration package for the Director of Development post.**

### Summary

**This paper provides Council with information relating to the proposal that was agreed at Employment Committee on 2<sup>nd</sup> March 2020 to pay a market supplement to the Director of Development post given recent recruitment difficulties.**

### Recommendations

**To approve a payment of a salary of £105,000 p.a. in relation to the post of Director of Development (to be appointed at Director grade SM3A with a market supplement) as recommended by Employment Committee on 2<sup>nd</sup> March 2020.**

### Contact person for access to background papers and further information:

**Name:** Angela Beadsworth  
**Extension:** 1291

**Background Papers:** None

Relationship to Policy Framework/Corporate Priorities	The information provided within the report supports delivery of the investment strategy that underpins our corporate priorities.
Financial	Our financial and investment strategy sets out a sustainable income stream that supports local services from an economic and social perspective.
Legal Implications:	Not applicable
Equality/Diversity Implications	Not applicable
Sustainability Implications	Not applicable
Staffing/E-Government/Asset Management Implications	Not applicable

Risk Management Implications	Not applicable
Health & Wellbeing Implications	Not applicable
Health and Safety Implications	Not applicable

## 1. Background

1.1 The Council has continued to build on its overall approach to investments in an effort to strengthen our financial resilience over the next few years. The investment strategy has resulted in an alternative solution that can be used to address future budget gap, using resources to drive regeneration across the borough and GM so there is a sustainable income stream that supports service delivery.

## 2. The proposal

2.1 A new in house Development Team has been established within the Place directorate, reporting to the Corporate Director for Place. The team is responsible for taking forward all Council development activity, both direct delivery and management of external contracts, working collaboratively with internal and external partners to aid delivery, including with the One Trafford Partnership property team.

2.2 The Director of Development is a key member of the Place Shaping Board to ensure that development activity is in line with strategic place shaping activity.

2.3 Within the last few years, our investment strategy has been progressing and we have tried on three separate occasions to recruit to the Director of Development role on a permanent basis.

2.4 Following the inability to recruit to this post, a recent benchmarking review of similar posts across GM and more widely was undertaken. The review suggests that there is a variety of remuneration arrangements over £100,000 in place with recruitment and retention difficulties also being experienced across this specialist sector.

2.5 The proposal is to revise the salary level for the Director post that is currently in place at level SM3 A (c£90,000 max) and to pay a market supplement payment of £15,000 so the total package is equivalent to a salary level of £105,000 to attract a suitably qualified and experienced individual to lead and deliver our investment strategy.

2.6 Costs of this post will be met in full by the capital programme

## 3. Recommendation

3.1 Council is recommend to approve a payment of a salary of £105,000 p.a. in relation to the post of Director of Development (to be appointed at Director grade SM3A with a market supplement) as recommended by Employment Committee on 2nd March 2020.