

TRAFFORD COUNCIL

Report to: Employment Committee
Date: 4 December 2023
Report for: Decision
Report of: Director of Human Resources
Report Title

Confirmation of market supplement in Greater Manchester Shared Services (GMSS)

Summary

This paper sets out the rationale for a market supplement in GMSS, and which has been approved by the GMSS Joint Management Board via separate governance arrangements.

Recommendation(s)

It is recommended the Employment Committee:

- Note the approval of a market supplement for an Operations Manager post in Greater Manchester Shared Services until 31st December 2025 in line with Trafford Council policy arrangements.

Contact person for access to background papers and further information:

Name: Sue Williams, Head of Greater Manchester Shared Services

Extension:

Background Papers: None

Implications:

Relationship to Corporate Priorities	<i>Not applicable</i>
Relationship to GM Policy or Strategy Framework	<i>Not applicable</i> <i>The decision to pay a market factor supplement is a local decision.</i>
Financial	<i>There is an additional financial cost arising from the payment of a market factor supplement, which will be funded from the GMSS underspend on a cost neutral basis.</i>
Legal Implications	<i>Not applicable</i>
Equality/Diversity Implications	<i>There are potential gender equality issues given the gender of the current post holders.</i>
Sustainability Implications	<i>Not applicable</i>
Carbon Reduction	<i>Not applicable</i>
Staffing/E-Government/Asset Management Implications	<i>The intention of the Market Factor Supplement is to lessen recruitment and retention challenges</i>
Risk Management Implications	<i>There is a risk that if our current post holder leaves as a result of perceived unfairness in pay then a higher market supplement will be required to attract a less competent replacement.</i>
Health and Safety Implications	<i>No applicable</i>

1.0 Background

- 1.1 The GMSS Operations Manager post is a Band 12 role. The current post holder is employed by Trafford Council and deployed into Greater Manchester Shared Services as part of our partnership arrangement with Greater Manchester Police. They have been in receipt of a payment for additional duties since 01/03/22, linked to leading the service whilst recruiting to key senior vacancies.
- 1.2 The Payroll and Pension manager post had been vacant for 15 months when it was eventually filled in June 2023. The post was advertised on multiple occasions and the service engaged with 5 specialist agencies. In total the service reviewed 33 applications and conducted 14 pre-panel telephone interviews. Two formal interview panels were convened, and two offers were made, but both candidates subsequently withdrew their applications. Feedback from the specialist agencies and from potential candidates during this period confirmed that the market was particularly buoyant and that the pay for the role was below average for a role with this level of responsibility. Ultimately GMSS had to pay a market supplement in the region of £10k to attract the right candidate. This was approved by the GMSS Joint management Board and ratified through GMP governance, because the post in question is hosted by GMP.
- 1.3 The new appointment created two issues for GMSS. Firstly, it highlighted that the Operations Manager post within GMSS may also be under-paid when compared to similar roles in the market and when compared to other roles within Trafford and GMP. It became clear that if we were to lose the current post holder and re-advertise the post, we may also need to pay a market supplement to attract a comparable candidate. Secondly, it created a situation

where a male post-holder in a lower graded post would be paid more than a female post-holder in a higher graded band 12 post, by virtue of a market factor supplement being in place. The female post holder has been doing some aspects of the payroll and pensions manager post for over 12 months (in addition to their core duties) and continues to work alongside as a peer in the senior leadership team.

1.4 The female post holder (having undertaken the role for 15 months in the absence of a payroll and pension manager) will also provide invaluable resilience in this area if for example the payroll and pensions manager is on leave, off sick or if the placement is ultimately unsuccessful. This issue was highlighted to senior management in Trafford Council and Greater Manchester Police earlier in the year, and both partners supported the proposal that both the Payroll and Pension manager and Operations Manager should be treated equally. The benefits included:

- Retention of knowledge and skills, particularly when a market supplement would be needed to attract a replacement.
- Avoidance of an equal pay claim at the top of the GMSS structure

1.5 The difference between Band 12 (£55,791) and a spot salary of £60k is £4,2096.00 plus on-costs, which can be funded from within the GMSS core budget as part of a vacancy factor/general under-spend.

2.0 Market Pay Data

2.1 Greater Manchester Shared Services is a unique collaboration, serving 21,000 employees across the Council, Police, schools, and external customers. There is no directly comparable role in the area. Colleagues in HR have used their network to identify broadly comparable Council-based posts in Wigan, Stockport, and Rochdale, where salary exceeds £60,000.

3.0 Financial Considerations

3.1 The total cost of the market supplement for one employee is approximately £4,2096.00 per annum plus on-costs. This will reduce over time as the employee's base salary increases. The cost will be funded from within the GMSS core budget.

4.0 Recommendation

It is recommended that Employment Committee:

Note the payment of a market supplement to the GMSS Operations Manager from 01/06/23 to 30/05/26, or until a decision is made to review the equivalent GMP post, or a wider service review is undertaken.