

Minutes of Pay Structure Working Group

Meeting Date: Thursday, 16 September 2021, starting at 4.00 pm

Present: Councillor S Bibby (Chair)

Councillors:

R Thompson

D Peat

In attendance: Chief Executive and Head of Human Resources

1 PRE-MEETING DISCUSSION WITH THE BRANCH SECRETARY OF UNISON

The Chairman welcomed the Unison Branch Secretary to the meeting.

She introduced herself and read out a range of issues and concerns that her members had brought to her attention. After answering several questions, she was thanked for her input to the Working Group and left the meeting.

2 APOLOGIES FOR ABSENCE

Apologies were received from Councillor S Atkinson.

3 MINUTES OF MEETING HELD 22/07/21

The minutes of the meeting held on 22/07/21 were approved as a correct record.

4 DECLARATIONS OF INTEREST

There were no declarations of interest.

5 UPDATE ON ACTIONS FROM THE PREVIOUS MEETING

Please see Items 6 and 7 below.

6 IMPROVING STAFF RECRUITMENT/RETENTION AND SALARY BENCHMARKING - REPORT

The Head of Human Resources talked members through her report which covered:

- Benchmarking with other local authorities in the area. (Appendix A).
- Recruitment data. (Appendix B).
- Responses to the Internal Audit Manager post. (Appendix C).
- Output from discussions with a Director of the Northwest Employers Organisation.

The body of the report set out options for improving staff recruitment in the short, medium and long term.

7 ANALYSIS OF INFORMATION SUBMITTED TO MEMBERS WITH CORRESPONDING IMPLICATIONS FOR THE COUNCIL - REPORT

The report by the Chief Executive was issued to members at the meeting.

The Chief Executive talked members through several scenarios for increasing recruitment and retention and asked members to consider them.

For those members not at the meeting the Chief Executive said that he would share the report with them.

8 ANY OTHER BUSINESS

There were no other items of business.

9 NEXT STEPS AND ACTIONS

1. The Unison Branch Secretary to share the list of issues and concerns that Unison members had brought to her attention, with all members of the Working Group.
2. The Chief Executive to share his report with members who were not present at the meeting.

10 DATE AND TIME OF THE NEXT MEETING

No date was given for the next meeting of this Working Group, although it was noted that any recommendations of the Working Group would need to be approved by the Personnel Committee, the next schedule meeting of which is 27 October 2021.

The meeting closed at 5.45 pm

If you have any queries on these minutes please contact the committee clerk, Mike Hill .