

**MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 14
JANUARY 2019**

Present:

Councillor Campbell (in the Chair)

Councillors

Cain

Clapham

I Taylor

T Williams

In Attendance:

Mrs Linda Dutton, Head of Organisation and Workforce Development

Mr Mark Towers, Director of Governance and Partnerships

Miss Yvonne Burnett, Democratic Governance Senior Advisor

1 APOLOGIES FOR ABSENCE

Apologies for absence were submitted on behalf of Councillor Blackburn, who was engaged elsewhere on Council business. Councillor Campbell, as Vice Chairman, indicated she would chair the meeting.

2 DECLARATIONS OF INTEREST

None.

3 MINUTES OF THE LAST MEETING HELD ON 12 MARCH 2018

The Committee agreed that the minutes of the meeting held on 12 March 2018 be signed by the Chairman as a correct record.

4 PAY POLICY STATEMENT 2019/ 2020

Mrs Linda Dutton, Head of Human Resources and Workforce Development, explained to the Committee that the Council had a duty to agree a pay policy statement before 31 March each year, one that was consistent with the guidance from the Department of Housing, Communities and Local Government. She added that the statement was similar to that approved last year with only two differences; the Electoral Fees, which had been updated at the March 2018 Council meeting and the information contained within the Gender Pay Gap reported had been updated, as this was now an annual requirement.

The Committee was advised that the proposed statement had been considered by the Corporate Leadership Team (CLT) and would be submitted to full Council on 30 January for final approval, subject to the recommendations of this Committee.

The Committee considered the report, in a particular the Gender Pay Gap data (section 3). Based on a snap shot as at 31 March 2018 a mean pay gap of -1.0% and a median pay gap of -5.8% had identified, which Mrs Dutton reported confirmed that on average female

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employees were paid more than their male counterpart. She added that nationally, on average male employees were paid 10% more. The quartile pay band data presented in the report confirmed that within the workforce, of which two thirds were female, there was a good range of female employees across all levels within the Council.

Whilst the Council acknowledged that those figures were favourable it would continue to monitor and promote family friendly policies.

In response to a question from Councillor T Williams, Mr Towers confirmed that Blackpool Transport Services Limited had met the March 2018 deadline for publication of its gender pay gap information and was on target to do so again this year.

Resolved:

To recommend Council to approve the proposed Pay Policy Statement as outlined in the report.

5 JNC COMMITTEE FOR CORONERS - CORONERS' CIRCULARS - 63 PAY GUIDANCE

Mr Towers, Director of Governance and Partnerships explained that the purpose of the report to the Committee in March 2018 was to bring into effect the recommendations of the Joint Negotiating Committee (JNC) for Coroners to right size past inconsistency in the pay of the Senior Coroner for Blackpool and Fylde and the four Assistant Coroners.

It was noted that contained within the same Coroners' circular (No 62) were details that the next review of the JNC pay ranges would be undertaken in September 2018, with any agreed changes would be implemented from 1 April 2019. The review had been completed and the JNC agreed to apply a 2.0% uplift on ranges and rates with effect from 1 April 2019 and 1 April 2020 respectively.

This uplift was the same as that to be applied to local government employees and chief officers and as the process now mirrored that for local government employees and chief officers, it was further recommended that such annual uplifts be automatically implemented following the decision of the JNC. Mr Towers added that should there be any further reviews about the level of payment for the role (other than annual uplifts) then those would come back to the Committee for consideration.

Resolved:

1. To agree to apply a 2.0% uplift on ranges and rates as reported with effect from 1 April 2019 and 1 April 2020 respectively.
2. To agree that future annual uplifts were in accordance with those as recommended by the Joint Negotiating Committee for Coroners, in the same way that local government employees and Chief Officers' increases were with their negotiating body.

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Chairman

(The meeting ended 1.10pm)

Any queries regarding these minutes, please contact:
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