

**MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING - MONDAY, 6
FEBRUARY 2023**

Present:

Councillor L Williams (in the Chair)

Councillors

Campbell

Clapham

Hobson

Taylor

In Attendance:

Lennox Beattie, Executive and Regulatory Support Manager

Linda Dutton, Head of Human Resources and Workforce Development

Neil Jack, Chief Executive

1 DECLARATIONS OF INTEREST

There were no declarations of interest on this occasion.

2 MINUTES OF THE LAST MEETING HELD ON 5 SEPTEMBER 2022

The Committee considered the minutes of the last meeting held on 5 September 2022.

Resolved:

That the minutes of the meeting held on 5 September 2022 be approved and signed by the Chairman as a correct record.

3 PAY POLICY STATEMENT 2023/2024

The Committee considered a report on the Council's Pay Policy Statement which included information on the annual assessment of the gender pay gap data.

Mrs Linda Dutton, Head of Human Resources and Workforce Development presented the report to the Committee. Mrs Dutton highlighted that the document included the statutory requirements of a pay policy as outlined in paragraph 6.2 of the report and the additional requirements specified as good practice for Councils by the Department for Levelling Up, Housing and Communities as outlined in paragraph 6.3. The pay policy also included within it the Council's statement on the gender pay gap data which was required of all organisations with more than 250 employees. Mrs Dutton highlighted there were no significant areas for concern. Mrs Dutton explained that changes from previous years had been caused by the transfer of staff to Blackpool Waste Services Company Limited and the associated inevitable changes to the structure of the workforce. It was noted that it remained the case that the Council's workforce could be considered representative of its overall gender balance in all four quartiles of the workforce.

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Resolved:

To recommend to Council to approve the Proposed Pay Policy Statement for 2023/24, as attached at Appendix 3(a) to the agenda.