

STAFFING COMMITTEE
Monday, 19th March, 2018

Present:- Councillor Alam (in the Chair); Councillors Read and Watson.

An apology for absence was received from Councillor Cowles.

3. GENDER PAY GAP 2017

Consideration was given to the report which detailed how the new Gender Pay Reporting Legislation required employers with 250 or more employees to publish statutory calculations annually before the end of March showing how large the pay gap was between their male and female employees.

It was pointed out, however, that gender pay gap reporting was a different requirement to carrying out an equal pay audit and showed the difference in the average pay between all men and women in a workforce.

These results were to be published on the Council's website making them publicly available to customers, employees and potential future recruits.

The Council were in support of the option to provide a narrative with its calculations which explained the reasons for the results and details of actions being taken to reduce or eliminate the gender pay gap and this was set out in detail at Appendix 1.

The results were positive for Rotherham and identified where the median gender pay gap for the Council was **12.5%** and the mean pay gap **11.5%** which showed that men were paid more than women, however, the figures compared favourably with the average UK gap **20.9%** and EU average **16.7%** and was an improving picture since 2013 when the median gap had been 21.8% and the mean 18.2%.

Regionally only Doncaster had published its information which described their median pay gap as being 21.1% and their mean at 15.7%.

Analysis of other protected data showed a negative 12.4% median pay gap and negative 7.6% mean pay gap for BME employees, indicating this sector were paid more than non-BME employees. Also for disabled employees the median pay gap was a negative 9.7% and for the mean pay gap a negative 1.2%, which again indicated that disabled employees were paid more than non-disabled employees.

Discussion ensued on the how the Council was working to close the Gender Pay Gap. The lower quartile was primarily made up of a large number of female employees traditionally working in lower paid cleaning and catering roles. Work would take place on how to encourage and make these roles also attractive to men.

It was the reverse in the upper quartile where women tended to be under-represented in roles where they were more dependent upon professional qualifications management experience. Rotherham was currently showing a higher representation in this quartile and a well gender balanced and diverse Strategic Leadership Team.

As this was the first monitoring and reporting process it was important to tackle inequalities and it was suggested that a further report on benchmarking data be submitted in six months' time and this report's details included as an agenda item on the RMBC/Trades Unions Joint Consultative Committee for discussion.

Resolved:- (1) That the publication of the narrative at Appendix 1 be approved in accordance with the Gender Pay Reporting Legislation.

(2) That a further report on benchmarking data be submitted in six months' time for consideration.

(3) That this report be submitted as an agenda item for the RMBC/Trades Unions Joint Consultative Committee for discussion.

4. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That under Section 100(A) 4 of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12(A) of such Act indicated, as now amended by the Local Government (Access to Information) (Variation) Order 2006 (information which is likely to reveal the identity of an individual).

5. POST OF HEAD OF CHANGE & INNOVATION - MARKET SUPPLEMENT REQUEST

Consideration was given to a report which sought approval to add a market supplement to the annual salary for the position of Head of Change and Innovation to attract suitably qualified candidates.

The role was created to deliver Council wide transformation programmes in order to support the Council in achieve sustainable financial savings through the medium term financial strategy and would play a vital part in changing the way services were delivered, providing management and oversight of organisation wide change programmes and supporting directorates by developing new ways of working and redesigning services. Furthermore, the role would support the Senior Leadership Team and provide Cabinet with the oversight and information to show the progress of key programmes and projects.

Several attempts had been made to recruit to the post and had failed to attract any appointable candidates and it was felt that the salary was insufficient to attract outstanding candidates. This was further validated by recruitment agencies who were regularly recruiting and benchmarking against similar roles being advertised.

Given the imperative to appoint a suitably skilled and experienced professional to deliver the Council's ambitious change programme it was felt that a proposal for the addition of a market supplement to increase the salary package on offer was, therefore, appropriate.

Discussion ensued on the seniority of the position, risks to the development of a transformational programme of change and the challenges if the right person was not secured.

Resolved:- That the request for a market supplement to increase the pay package on offer to £75,000 per annum be approved.