

Employment & Appeals Committee – Meeting held on Thursday, 23rd January, 2020.

Present:- Councillors Brooker (Chair), Bedi, Bains, N Holledge, Hulme, Sadiq and Smith

Apologies for Absence:- Councillor Chaudhry

PART 1

15. Declarations of Interest

None

16. Minutes of the Meeting held on 22nd October 2019

Resolved - That the Minutes of the meeting of the Committee held on 22nd October 2019 be agreed as a correct record.

17. Pay Policy Statement Update 2020/21

The Committee considered the Council's Pay Policy Statement for 2020/21. An updated version of the report had been circulated to the Committee in advance of the meeting.

Members were advised that it was a legal requirement for the Council to have a Pay Policy Statement and that the existing Statement had been reviewed for 2020/21 and would be presented to the Council for approval on 20th February 2020. The pay scales would be updated in line with the cost of living award in April 2020.

Members were concerned that there should not be an over reliance on agency staff. In answer to questions, Members were advised:

- That the current Monitoring Officer (MO) arrangements were temporary, the MO role sat within the Service Lead (Governance) post and that the current arrangements were being reviewed.
- The lowest paid jobs included those where there was no requirement for qualifications for example facilities and catering staff.
- The Council was not aware of any temporary/agency members of staff earning in excess of £100k.
- HAY was a widely used system for job evaluation and the system used complex modelling which included market testing in its job evaluations.
- The median earnings of employees (£30,562) was about average and the figure depended on the Chief Executive's pay.
- That a gender pay audit would be provided to the next meeting of the Committee.

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Resolved

- (a) That the report be noted.
- (b) That a gender pay audit be presented to the next meeting of the Committee.
- (c) That the Pay Policy Statement 202/21 be recommended to the Council on 20th February for approval.

18. Temporary Agency Staff

The Committee considered a report on the supply and control of temporary staff.

Members were advised that the Council was in the process of re procuring temporary labour services.

The contract would deliver benefits to the Council which would include:

- A reduction in contribution to statutory costs of agency workers;
- The provision of a deeper supply chain;
- The improvement in service through the provision of an on-site resource from the incoming supplier; and
- Enhanced contract management ability.

The Council was currently undertaking due diligence on the preferred supplier and anticipated formally announcing the new provider by the end of January. Members agreed that the new provider would be invited to present to the April meeting of the Committee.

Resolved - That the report be noted and the new provider of the Council's temporary labour services be invited to present to the April meeting of the Committee.

19. The Slough Academy - Update

The Committee considered a report setting out the half yearly update on the Slough Academy and the progress that had been made since the last report in June 2019.

Members were advised that since June the number of Apprentices 'in flight' had doubled to 24 and had increased by one since publication of the report to 25. There were 19 Apprenticeships pending start dates and 5 ending.

The report set out Programme activities, an update on Systems, Phase 2 – Continuous Professional Development and Phase 3 – Succession Planning.

In answer to questions, Members were advised that:

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- Apprentices were recruited internally and via Job Centres, the Children's Trust and Community Groups.
- Qualifications that could be achieved were based on standards – Levels 2 – 7 (degree).
- Appendix B to the report – Apprentice Statistics would be updated to include disability generally.
- 63% of the apprentices to date were female.
- Senior managers were fully supportive of the initiative.
- The posts that remain 'hard to fill' included social workers, building control, planners and environmental health officers.

Resolved - That the report be noted.

20. Members' Attendance Record

Resolved – That the Members' Attendance Record be noted.

21. Date of Next Meeting - 8th April 2020

Noted the date of the next meeting – 8th April 2020.

Chair

(Note: The Meeting opened at 6.30 pm and closed at 7.00 pm)