

## **SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL**

Minutes of a meeting of the Employment Committee held on  
Thursday, 11 January 2018 at 10.00 a.m.

**PRESENT:** Councillor Ray Manning – Chairman  
Councillor Val Barrett – Vice-Chairman

**Councillors:** Pippa Corney Simon Edwards  
Alex Riley Bridget Smith

**Officers:** Patrick Adams Senior Democratic Services Officer  
Susan Gardner Craig Head of People and Organisational Development

### **1. APOLOGIES FOR ABSENCE**

There were no Apologies for Absence.

### **2. DECLARATIONS OF INTEREST**

None.

### **3. MINUTES OF PREVIOUS MEETING**

The minutes of the meeting held on 26 January 2017 were agreed as a correct record, subject to the amendment of the attendance list to record apologies of absence from Councillor Pippa Corney.

### **4. ANNUAL PAY POLICY STATEMENT**

The Head of People and Organisational Development presented this report, which advised the Committee of the requirements of the Localism Act and invited them to approve the Annual Pay Policy Statement.

#### **Gender Pay Gap Reporting**

It was noted that due to new equality legislation the Council was required to publish the average gender pay gap. It was understood that the gender pay gap data contrasts the average pay for men and women at the Council. This was not the same as equal pay, which aimed to ensure that men and women were paid the same amount for the same work. The Head of People and Organisational Development explained that both the mean average (-4.99%) and median average (-17.12%) pay gap was in favour of female employees. Reasons for this included:

- The number of male waste operatives, who were paid in the lower quartile.
- The transfer of City Council staff as part of the Joint Waste Service.
- The Council employed more women than men in both the upper middle quartile and the upper quartile.

#### **Apprentices**

The Head of People and Organisational Development agreed to update the Pay Policy Statement to include the number of apprentices.

**Lowest paid employees**

It was noted that the ratio between highest and lowest paid was 1:9.1. This compared favourably with other authorities and the private sector in general. The Council does not currently pay staff below the Living Wage.

**Appeal panel**

Councillor Ray Manning announced that, as Chairman, he was appointing Councillors Simon Edwards, Alex Riley and Bridget Smith to the forthcoming appeal panel, the date of which was to be announced.

The Committee

**RECOMMENDED THAT COUNCIL** Approve the Annual Pay Policy Statement.

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**The Meeting ended at 10.20 a.m.**

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