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EMPLOYMENT COMMITTEE

27 JUNE 2024

PRESENT:

Councillors Banevicius (Chair), S Wilcox (Vice-Chair), Bennion, D Ennis, Harvey-Coggins, Hill, Mears, Powell and Warfield

5 APOLOGIES FOR ABSENCE

Apologies of absence were received from cllr Bragger.

6 DECLARATIONS OF INTEREST

There were no declarations of interest received.

7 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting were approved as a true record.

8 GENDER PAY GAP

The committee received a short presentation from Kerry Dove on the Gender Pay Gap. It is mandatory to report and publish the gender pay gap for companies employing over 200 members of staff. The latest gender gap is -4.3%, showing that males have lower pay than females. It was mentioned that there is always more that could and should be done to be an inclusive employer. LDC are continuously receiving feedback form staff in order to make any improvements that may be needed.

The committee wanted clarification on the percentage and numbers given in the report from officers as well as thanking officers for the clear and very well put together report. Members wanted to know if the same report could be done for race and diversity. Officers updated that there is work underway to scope out procuring a new HR system which would facilitate this. Work would also need to be undertaken with staff to encourage the sharing of that information and understanding how the information would be used.

RESOLVED: Approved

9 PAY POLICY

The committee had a discussion on apprentices and the wage they are paid within the first year. Clarification was wanted on how much apprentices are paid and who makes the decision on what amount of pay is deemed as appropriate for an apprentice. Some members believe apprentices should be paid a fair rate as they do the same amount of work as a full-time employee.

Members asked whether the national living wage information in the report was up to date. Officers responded and said it was a simple mistake and it shall be updated to 2024 before the report goes to Full Council. Members wanted an update on the gender split of apprentices and their age ranges. The committee wanted to thank all the LDC apprentices stating what an amazing job they do and the new ideas they give.

The committee asked what impact the package of additional benefits, which were agreed last year, were having. Officers shared the positive feedback from the annual performance bonus scheme that was rolled out last summer with officers confirming moderation for this years annual performance bonuses would start after the election. Officers updated that private health insurance was rolled out in April, early feedback is suggesting staff are finding access to help lines for mental health, back problems, and the online GP service, most helpful.

RESOLVED: Approved with minor amendments

(The Meeting closed at 6.20 pm)

CHAIR