



City and County of Swansea

Minutes of the Transformation & Future Council Policy Development Committee

Committee Room 5 - Guildhall, Swansea

Tuesday, 27 November 2018 at 2.00 pm

Present: Councillor Andrew Stevens (Vice Chair) Presided

Councillor(s)

L S Gibbard
L J Tyler-Lloyd

Councillor(s)

E T Kirchner

Councillor(s)

M B Lewis

Officer(s)

Sally-Ann Evans
Kate Jones
Linda Phillips
Joanne Portwood
Chris Williams

Lawyer
Democratic Services Officer
Organisational Development Project Officer
Strategy and Policy Officer
Head of Commercial Services

Apologies for Absence

Councillor(s): T J Hennegan, S Pritchard and P B Smith

18 Disclosures of Personal & Prejudicial Interests.

In accordance with the Code of Conduct adopted by the City and County of Swansea, no interests were declared.

19 Minutes.

The Minutes of the Transformation & Future Council Policy Development Committee held on 25 September 2018 were **noted**.

20 Gender Pay Gap Update.

The Project Officer presented a report on the Gender Pay Gap. An updated report had been circulated prior to the Committee and the reasons for the amended report and data changes were explained. She specifically highlighted the difference between equal pay and the gender pay gap.

The Gender Pay Gap for full time staff (excluding schools staff) for 31 March 2017 were reported as 10.9% for the mean hourly rate for all full time relevant employees and 11.5% for median hourly rates for all full times relevant employees.

The Quartile pay bands were reported and it was noted that in 2017 the most evenly balanced quartile was the Upper pay band in respect of the Gender Pay Gap.

The Gender Pay Gap for full time and part time staff (excluding schools staff) for 2018 were reported as 7.3% for the mean hourly rate and 11.1% for the median hourly pay.

A positive figure demonstrated that men were better off than women, based on the hourly rate of pay. The figure had reduced from 2017 to 2018, which was positive.

It was also reported that the policy to champion part-time working affects the figures and is likely continue, due to the current proportion of men to women who work full time/part time. It was difficult to compare Swansea Council with other Authorities as they do not champion part time working in the same way, and generally have a more equal gender split.

The following updates to the action plan for 2018-2020 were recommended: -

- Continue with efforts to improve workforce data, particularly cleansing and accuracy of reporting
- Continue to review Non-Guaranteed Hours contracts (casuals/relief staff) arrangements
- Undertake a EIA on the proposed new National Pay Spine implementation to ensure the new pay structure does not cause any detriment to either gender with regards to pay arrangements
- Undertake a full review of recruitment policies and procedures for all staff to ensure that all aspects of the provisions laid out in the Equality Act 2010 (Statutory Duties) (Wales) regulations 2011 are adhered to and latest best practice is clear for all employees and potential candidates involved in the recruitment process to understand
- Continue to review multiple posts and contractual arrangements on an annual basis
- Continue to publish Gender Pay Gap data in the annual Equality and Diversity review report and on the public website.

A discussion ensued on the possibilities of further work to improve the gender pay gap and the limited resources available to do so.

Resolved that the update be noted and annual updates be provided to the Committee in order to monitor the Gender Pay Gap.

21 Procurement Update.

The Head of Commercial Services provided an update to the Committee on the amendments to the Contract Procurement Rules.

The Committee held Procurement Workshops during early 2018, which focussed on breaking down barriers for local businesses bidding for and winning local contracts. Following the Workshop numerous recommendations were made, which included amendments to the Procurement Rules.

The Head of Commercial Services reported that the amended Rules were currently going through the approval process and would be implemented once approval had been completed. The amended rules applied to contracts up to the value of £140,000 and would allow contracts to be advertised to local businesses, ensuring that no one group of companies could repeatedly / solely be asked to bid for Council opportunities. 'Local' had been defined as Swansea.

Questions were asked of the presenting Officer, who responded accordingly. Questions and discussions focused on: -

- Amended Contract Authority bands
- Whether local companies have welcomed the changes
- Better advertising of contracts and possibility of a Sell to Swansea website
- Remaining possibility to choose quotes from a few businesses – difficulties and benefit of that process

The Chair thanked the Officer for the update and noted the success and usefulness of the Workshop.

Resolved that the update be noted.

22 Workplan 2018/2019.

The Strategy and Policy Officer stated that the Strategic Delivery & Performance Manager would be undertaking a review of the work of the Policy Development Committees (PDC's) and highlighted that policy work should relate to the Corporate Plan and Policy Commitments.

The Strategy and Policy Officer would reschedule the Workshop on Co-Production and check the appointment of a Co-Production champion.

The Committee considered developing further work areas e.g. involvement to the staff handbook, which they would discuss directly with the Chair.

Resolved that: -

- 1) The update be noted
- 2) A new date be provided for the workshop on Co-Production
- 3) A Co-Production champion be appointed.

The meeting ended at 2.50 pm

Chair