

**MINUTES OF THE MEETING OF THE GMCA RESOURCES COMMITTEE
HELD ON FRIDAY 29 JULY 2022**

PRESENT:

Andy Burnham (In the Chair)	Mayor of Greater Manchester
Councillor Martyn Cox	Bolton
City Mayor, Paul Dennett	Salford
Councillor Mark Hunter	Stockport
Councillor Andrew Western	Trafford

IN ATTENDANCE:

Councillor Nazia Rehman	Wigan
-------------------------	-------

ALSO PRESENT:

Eamonn Boylan	Chief Executive Officer, GMCA & TfGM
Andrew Lightfoot	Deputy Chief Executive, GMCA
Liz Treacy	Monitoring Officer, GMCA
Kevin Lee	GM Mayor's Office
Julie Connor	Asst Director, Governance & Scrutiny, GMCA
Mallicka Mandal	Assistant Director - Workforce Strategy & Talent

RC/01/22 APOLOGIES

Apologies were received and noted from Councillor Bev Craig (Manchester) and Councillor David Molyneux (Wigan)

RC/02/22 APPOINTMENT OF CHAIR 2022/23

RESOLVED/-

That Andy Burnham, GM Mayor be appointed as Chair of the Committee for 2021/22.

RC/03/22 MEMBERSHIP

RESOLVED/-

That the membership of the GMCA Resources Committee, as agreed at the GMCA Annual Meeting held on 24 June 2022 be noted as follows:

- Mayor of Greater Manchester, Andy Burnham (Lab)
- Bev Craig (Manchester) (Lab)
- Martyn Cox (Bolton) (Con)
- Andrew Western (Trafford) (Lab)
- Paul Dennett (Salford) (Lab)
- Mark Hunter (Stockport) (Lib Dem)
- David Molyneux (Wigan) (Lab)

RC/04/22 TERMS OF REFERENCE

Andrew Lightfoot advised the meeting that the terms of reference had been updated to strengthened oversight of the GMCA business plan and would be considered by the GMCA later in the day as part of the update of the Constitution.

RESOLVED/-

That the draft terms of reference, to be considered by the GMCA later in the day, be noted.

RC/05/22 DECLARATIONS OF INTEREST

RESOLVED/-

There were no declarations of interest.

RC/06/22 GMCA PAY POLICY

Eamonn Boylan introduced a report setting out the proposed approach to introducing a more modern, streamlined and progressive pay and grading structure for GMCA (non-operational workforce) for all roles above Grade 11.

Members were reminded that when the GMCA was formed as an employer in April 2017, a number of employees were inherited from across a range of organisations via TUPE transfers and transferred with the previous organisation's pay and grading arrangements including some spot salaries and others on pay bands.

Members were also advised that the proposals have been developed to ensure fair rates of pay across the organisation and to mitigate the risk of any potential unfair pay tribunals.

It was confirmed that there was the potential for retrospective action from employees, with work continuing to address the position.

A detailed Equality Impact Assessment was underway and overall the majority of those impacted will benefit from the proposed new structure, with a small number remaining the same or not benefiting. Those employees not benefitting from the introduction of the new policy will be subject to pay protection.

It was confirmed that the net impact of the proposals will be in the region £52,000 and can be contained within 2022/23 existing budgets.

Members concurred that rates of pay should be fair across the whole of the organisation and the current level of legal risk was unacceptable.

RESOLVED/-

1. That the proposals, set out within the report, on establishing an equality proofed Pay and Grading structure (above Grade 11) for the GMCA, noting does not apply to the operational workforce, be approved.
2. That the development of a shared services approach on Information Governance and Audit, Risk and Assurance functions with TfGM be noted.

3. That the Chief Executive Officer, GMCA & TfGM be authorised to progress the proposals, continuing ongoing consultation with staff and trade unions.
4. That the Committee record its thanks to Mallicka Mandal for the work undertaken to the progress the GMCA Pay Policy.

**RC/07/22 ESTABLISHMENT OF POST OF GMCA GROUP ASSISTANT
DIRECTOR INFORMATION GOVERNANCE AND DEPUTY DATA
PROTECTION OFFICER**

Eamonn Boylan introduced a report seeking approval for the establishment of a Group Assistant Director of Information Governance and Deputy Data Protection Officer (Shared Service). An Assistant Director Post currently existed in the Information Governance team structure, and would be replaced with the new role. The current Assistant Director role was also subject to the senior salary review process. The creation of the post would also sought to rationalise activity across TfGM and GMCA.

RESOLVED/-

That the establishment of full-time permanent post to Group Assistant Director of Information Governance and Deputy Data Protection Officer (Shared Service) be approved.