

**Minutes of the meeting of the GMCA Resources Committee held on
Friday 22 March 2004**

PRESENT:

Andy Burnham	Mayor of Greater Manchester
Councillor Eamonn O'Brien	Bury
Councillor Bev Craig	Manchester
Councillor Mark Hunter	Stockport
Councillor Tom Ross	Trafford
Councillor David Molyneux	Wigan

ALSO PRESENT:

Eamonn Boylan	Chief Executive Officer, GMCA & TfGM
Andrew Lightfoot	GMCA Deputy Chief Executive
Gill Duckworth	GMCA Solicitor & Monitoring Officer
Steve Wilson	GMCA Treasurer
Julie Connor	GMCA Director, Governance & Scrutiny
Kevin Lee	Mayor of Greater Manchester's Office

RC/34/23/4 Apologies

Apologies were received and noted from City Mayor, Paul Dennett.

RC/35/23/42 Chairs Announcements & Urgent Business

There were no Chairs Announcements or Urgent Business.

RC/36/23/4 Declarations of Interest

There were no declarations of interest made in relation to any item on the agenda.

**RC/37/23/4 Minutes of the GMCA Resources Committee held on 26
January 2024**

That the minutes of the meeting of the Resources Committee held on 26 January 2024 be approved.

RC/38/23/4 GMCA Gender and Ethnicity Pay Gap reporting March 2023

Eamonn Boylan introduced a report reminding the Committee about the legislative reporting arrangements in relation to Gender Pay Gap and seeking approval and authorisation to publish the report on the GMCA internet site and update the Government Gender Pay Gap website.

GMCA was also voluntarily sharing its GMCA wide Ethnicity Pay Gap, which was not a legislative requirement at this stage and by publishing the ethnicity pay gap annually it was hoped that it will drive progression in diversifying its staff groups ethnicity representation and be used as a reporting tool to assist with embedding a diverse and inclusive culture within the GMCA.

The Committee was advised that there was work being undertaken on workforce representation which will be submitted to a forthcoming meeting of the Committee. There were barriers to be overcome including progression and the perception around the public sector in communities.

It was also confirmed that there was no legal requirement to publish information on ethnicity.

RESOLVED/-

1. That the publication of the GMCA Gender Pay Gap on the GMCA website on an annual basis based on snapshot of data as at 31 March 2023, to comply with the legislative requirement for employers with more than 250 employees, be approved.
2. That the proposal to publish the GMCA wide Ethnicity Pay Gap be endorsed.

3. That it be noted that the outcome of the work underway on workforce representation will be submitted to a future meeting of the Resources Committee.

RC/39/23/4 Draft GMCA Business Plan 2024/25

Eamonn Boylan introduced a report which provided Resources Committee with the draft 2024-25 GMCA Business Plan for review and approval.

RESOLVED/-

That the draft GMCA Business Plan for 2024-25 be approved.

RC/40/23/4 Re-evaluation of Head of Low Carbon Post

Andrew Lightfoot introduced a report seeking approval to establish the Head of Low carbon post on the GMCA's Senior Pay Scale following a Job Evaluation.

RESOLVED/-

1. That authority be delegated to the Chief Executive, GMCA & TfGM to progress the "Head of Low Carbon" post in the Environment Directorate to band SM7 of the senior pay-scale, backdated to November 2023 following the Job Re-evaluation.
2. That it be noted that the post has been re-evaluated in line with the LGA framework and that the outcome of that re-evaluation was that the posts should move from Grade 11 onto the Senior pay-scale (SM7).
3. That it be noted that additional costs will be met from existing GMCA Environment Directorate budgets.

RC/41/23/4 Establishment of Assistant Director of Transport Communications

Andrew Lightfoot introduced a report seeking approval for the establishment of a new Assistant Director of Transport Communications to support the delivery of a more integrated function across GMCA and TfGM, as set out in the new joint Chief

Executive role expectations and as part of a wider programme of GMCA/TfGM review commissioned by the Committee.

This was the first step in regarding the Group Structure, providing a leaner and more coordinated for communications function. It was important the transport was considered in the context of 'place' and seamless from the wider Group perspective.

RESOLVED/-

1. That the establishment of a new Assistant Director of Transport Communications at SM6 be approved.
2. That it be noted that that this will see the associated disestablishment of the existing Head of Strategic Communications at TfGM, delivering a budget saving of £18,000 - £21,600.