

NORTH YORKSHIRE COUNTY COUNCIL

15 May 2019

COUNTY COUNCILLOR GARETH DADD

Spending Review

The MHCLG Select Committee have recently launched an inquiry into Local Government Finance. The inquiry is designed to consider how effective the existing funding set-up is in providing resources to meet need and demand for local services both now and in the future.

The Committee invited evidence and NYCC sent a written submission emphasising in particular the need for:-

- i) A review of the overall quantum of funding for local government
- ii) A robust evidence-based approach to allocating resources between authorities
- iii) Recognition of the higher costs of rural service delivery
- iv) Certainty in longer term resourcing and less use of short term funding 'fixes'
- v) Recognition of the financial impact of government departments other than MHCLG on the financial sustainability of councils.

At this stage government are still considering the Spending Review which is expected in Autumn. We can only speculate at this stage as to whether a Spending Review will be for one or multiple years.

Gender Pay Gap

NYCC has just published its gender pay gap figures for the 2nd year, which report a reduced gap for March 2018 pay from 12.1% to 10.9%. The proportion of women in the top pay quartile has increased from 65% to 68.1%. This pay gap is lower than the national average of 17.1%, the public sector average of 17.5% and the Yorkshire and Humber regional average of 15.8%.

The gender pay gap should not be confused with equal pay. If two people are doing the same job, or a job rated the same in terms of value, they will be paid at the same pay rate. The county council has a robustly applied job evaluation scheme to ensure that jobs which have the same levels of complexity and responsibility have the same value and so are paid the same.

The reason the council has a gender pay gap is because a significant proportion of its workforce is in care roles and school support roles which are lower graded jobs such as cleaning and catering and these are historically taken up by women. However occupational gender stereotypes are challenged with more female applicants encouraged into traditionally male-dominated sectors and conversely more men into carer posts. Gender pay gaps also reflect lost employment, when women take maternity leave often returning to lower graded part-time roles.

There is no quick fix to reducing the gender pay gap, but a systematic approach to promoting equality and inclusion will result in a steady narrowing of the gap and women achieving their full potential within the county council.

Property

Preparation is well underway on the works to County Hall. There has already been some low level disruption on the campus and I am grateful to staff and Members for their cooperation. It is important that communications are good as more substantial works are expected to start in the Summer of this year.

Work is also coming to an end on a procurement exercise for a range of property services including maintenance and specialist services (e.g. detailed equipment and asbestos treatment). We hope that the new arrangements will help deliver better value for money.

GARETH DADD