

WEST LINDSEY DISTRICT COUNCIL

MINUTES of a Meeting of the Joint Staff Consultative Committee held in the MS Teams on Thursday, 29 May 2025 commencing at 4.00 pm.

Members: Councillor Mrs Jackie Brockway (Chairman)
Councillor Moira Westley

**Staff
Representatives:** Brad Bishell
Amy Potts

In attendance: Lisa Langdon, Assistant Director People and Democratic
(Monitoring Officer)
Lynne Thomsett, People Services Manager
Molly Spencer, Democratic & Civic Officer

Apologies: Councillor John Barrett
Councillor Matthew Boles
James Deacon (Vice-Chairman)
Tom Duffield, Supervisor - Waste & Recycling

1 TO ELECT A CHAIRMAN FOR THE CIVIC YEAR

The Democratic and Civic Officer opened the meeting, noted the apologies for absence and explained that the first item of business for the Committee was to Elect a Chairman for the civic year. Proposals were duly sought.

A Member of the Committee proposed Councillor Brockway, this was duly seconded and upon being voted it was

RESOLVED that Councillor Jackie Brockway be elected Chairman of the Joint Staff Consultative Committee for the Civic Year 2025/26.

2 TO APPOINT A VICE-CHAIRMAN FOR THE CIVIC YEAR

The Chairman nominated James Deacon for the role of Vice-Chairman, which was duly seconded, with no other nominations made and upon being put to the vote it was

RESOLVED that James Deacon be appointed Vice-Chairman of the Joint Staff Consultative Committee for the Civic Year 2025/26.

3 MEMBERS' DECLARATION OF INTEREST

There were no declarations of interest made.

4 **MINUTES**

Having been proposed and seconded, it was

RESOLVED that the minutes of the Joint Staff Consultative Committee held on Thursday 27 March 2025, be confirmed as an accurate record

5 **MATTERS ARISING SCHEDULE**

Following a question from the Chairman regarding the action to organise an optional webinar for staff regarding the updated Whistle Blowing Policy, the Monitoring Officer explained that planning for the webinar had taken place but due to the recent County Council and Lincolnshire Mayoral elections a date was yet to be confirmed.

6 **GENDER PAY GAP REPORT 2024**

The Committee received the Annual Gender Pay Gap Report 2024 for West Lindsey District Council, which had been submitted to gov.uk as required. The report was presented for information purposes only, with no decisions required.

It was noted that the Council's workforce comprised 56% female employees and 44% male employees. The analysis indicated that, on average, females were paid higher than males within the organisation, contrary to typical trends observed in other workplaces. This discrepancy was attributed to the composition of the workforce, where the management team was predominantly female, while the lowest-paid roles, such as waste operatives, were mainly held by male employees.

The Committee was informed that the average hourly rate for female employees stood at £16.61, compared to £14.40 for male employees. It was explained that these figures represented basic pay only and did not include additional elements such as overtime payments, market supplements, or other ad hoc financial benefits. It was further noted that male employees tended to receive supplementary earnings from these sources, which contributed to their overall salary. It was confirmed that West Lindsey District Council were a Living Wage Employer, meaning that the lowest rate of pay within the organisation was higher than the National Living Wage.

The committee considered the discussion on gender balance and retention within the organisation. It was acknowledged that the recruitment process was regarded as sufficiently rigorous to prevent any unconscious bias influencing hiring decisions.

Concerns were raised regarding employee retention, particularly the gender

shift observed over time in different workforce groups. It was noted that younger male employees appeared to leave the organisation more frequently than females, prompting questions about progression and career development. It was reported that, in the past 12 to 18 months, an increasing number of male candidates had applied for customer service roles, leading to a greater gender balance within that team.

It was confirmed that recent male recruits had remained in post, and further statistical analysis on retention rates was suggested. The potential impact of retention patterns on the gender pay gap was highlighted, and it was agreed that further scrutiny of career progression and long-term retention trends would be beneficial.

Disparities between employment at the Guildhall and the depot were discussed, with limitations in career advancement noted for male employees working in refuse collection. While training opportunities existed at the depot, including progression to HGV driving and supervisory roles, transitions between the depot and Guildhall were observed to be less common.

Suggestions were made to encourage wider organisational integration, ensuring employees across different departments felt connected. Social initiatives, including an upcoming football match between Guildhall and depot staff, were referenced as an effort to promote workplace cohesion. The benefits of informal engagement activities in strengthening workplace culture were acknowledged. Members recognised the challenges of career progression and emphasised the importance of supporting professional development for employees across all departments.

The Gender Pay Gap Report 2024 was **DULY NOTED** by the Committee.

7 **WORK PLAN**

With no comments or questions the work plan was **DULY NOTED**.

8 **TO NOTE THE DATE OF THE NEXT MEETING**

The date and time of the next meeting of the Joint Staff Consultative Committee to be on Thursday, 3 July 2025, 4.00pm, online via MS Teams, was **NOTED**.

The meeting closed at 4.16 pm.

Chairman