

**COUNTY COUNCIL**

<b>Date of Meeting</b>	Thursday, 23 February 2023
<b>Report Subject</b>	Pay Policy Statement for 2023/24
<b>Report Author</b>	Chief Executive and Corporate Manager, People and Organisational Development

**EXECUTIVE SUMMARY**

All local authorities are required to publish review and approve a Pay Policy Statement each financial year.

Once approved it is to be published by 31st March each year.

The Pay Policy presented within this report is the eleventh annual statement published by the Council.

**RECOMMENDATIONS**

1	That County Council approves the appended draft Pay Policy Statement for 2023/2/24.
2	That County Council delegate authority to the Corporate Manager, People and Organisational Development to update the Pay Policy Statement 2023/24 during the course of the year to reflect any changes required by legislation, Government policy or national negotiations so that it remains accurate and current.

## REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE PAY POLICY STATEMENT</b>
1.01	<p>Under the Localism Act 2011 local authorities are required to publish an annual Pay Policy Statement for each financial year. This must be approved by Council and be in place by 31st March each year.</p> <p>A Pay Policy Statement should include:</p> <ul style="list-style-type: none"><li>• the local authority's policy on the level and elements of remuneration for each chief officer;</li><li>• the policy on the remuneration of its lowest-paid employees - together with its definition of lowest-paid employees and the reasons for adopting that definition;</li><li>• the policy on the relationship between the remuneration of its chief officers and other officers; and</li><li>• the policy on other specific aspects of chief officers' remuneration such as recruitment, pay increases, the use of performance related pay and bonuses, termination payments, and pay transparency.</li></ul>
1.02	<p>The purpose of the pay policy statement is to promote transparency on public sector pay, particularly in relation to remuneration of senior officers. Comparisons are also made with the remuneration of the lowest paid employees and with average salaries.</p> <p>The Act defines remuneration widely, to include not just pay but also allowances, benefits in kind, increases in/enhancements of pension entitlements, and termination payments.</p>
1.03	<p>The Council's current Pay Policy Statement was approved by Council on 24 February 2022.</p>
1.04	<p>The draft Pay Policy Statement for 2023/24 appended to this report reflects the Council's current agreements and arrangements with regard to pay.</p>
1.05	<p>This year's statement is consistent with previous statements. Whilst there is no change to the proposed principles or approach to remuneration, a number of sections have been updated and a new section confirming the Council's position in relation to payment for leavers.</p>
1.06	<p><b>National Pay Awards</b></p> <p>Annual cost of living and other pay awards are negotiated nationally. Agreement was reached on 1 November 2022 for an increase of £1,925 to the basic salaries of Chief Executives and Chief Officers with effect from 1 April 2022. The pay claim for 2023/24 was submitted to the national employers on 30 January 2023 for employees covered by the NJC (Grade 01 to 12) and 31 January 2023 for Chief Executives. The Pay Policy Statement will therefore have to be updated if a nationally agreed pay award is reached at a later date.</p>

<b>Equal Pay Audit</b>	
1.07	In addition to the obligations placed on the Council by the Localism Act 2011 in relation to its pay policy, the Council has obligations under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to report on the gender pay gap.
1.08	The gender pay gap is the difference between men's pay and women's pay as a percentage of men's pay.
1.09	The Council fulfils its obligations under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 through an Equal Pay Audit which it undertakes annually. The Equal Pay Audit involves the specific comparison of the pay of male and female colleagues, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics.
1.10	<p>The Equal Pay Audit 2022 which is appended to this report shows a pay gap of 12.81%, which is a significant increase from 6.35% in 2021. There are two females in this group compared to four males. The pay gap is attributable to the fact that both employees are relatively new into post, whereas the male comparators have been in post for some time and have progressed to the top of the Chief Officer pay scale. This will equalise in time.</p> <ul style="list-style-type: none"> <li>The overall gender pay gap across all grades and terms and conditions is 13.71% compared to 13.75% in 2021.</li> </ul>

<b>2.00 RESOURCE IMPLICATIONS</b>	
2.01	None as the Pay Policy Statement appended to this report is a description of existing pay arrangements.

<b>3.00 CONSULTATIONS REQUIRED / CARRIED OUT</b>	
3.01	None required.

<b>4.00 RISK MANAGEMENT</b>	
4.01	None as the Pay Policy Statement appended to this report is a description of existing arrangements.

<b>5.00 APPENDICES</b>	
5.01	<p>Appendix A – Pay Policy Statement 2023/24</p> <p>Appendix B – Pay Tables</p> <p>Appendix C – Local Government Pension Scheme (LGPS) Discretionary Pension Statement</p> <p>Appendix D – Equal Pay Audit 2022</p>

<b>6.00</b>	<b>CONTACT OFFICER DETAILS</b>
6.01	<b>Contact Officer:</b> Sharon Carney, Corporate Manager, People and Organisational Development <b>Telephone:</b> 01352 702139 <b>E-mail:</b> <a href="mailto:Sharon.carney@flintshire.gov.uk">Sharon.carney@flintshire.gov.uk</a>

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	As detailed in the attached Pay Policy Statement for 2023/24