

FLINTSHIRE COUNTY COUNCIL

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| Date of Meeting | Tuesday, 16 th February 2021 |
| Report Subject | Pay Policy Statement for 2021/22 |
| Cabinet Member | Cabinet Member for Corporate Management and Assets |
| Report Author | Chief Executive and Senior Manager, Human Resources 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 ninth annual statement published by the Council.

RECOMMENDATIONS

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| 1 | That County Council approves the appended draft pay Policy Statement for 2021/22. |
| 2 | That County Council notes the national position on the Exit Cap Regulations and potential changes to the Local Government Pension Scheme (LGPS) which may require changes to the Pay Policy and Pensions Discretions Statements 2021. |
| 3 | That County Council delegates authority to the Senior Manager, Human Resources and Organisational Development to update the Pay Policy Statement 2021/22 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

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| 1.00 | EXPLAINING THE PAY POLICY STATEMENT |
| 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">• the local authority's policy on the level and elements of remuneration for each chief officer;• 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;• the policy on the relationship between the remuneration of its chief officers and other officers; and• 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. |
| 1.02 | <p>The Council's current Pay Policy Statement was approved by Council on 20 October 2020.</p> |
| 1.03 | <p>The draft Pay Policy Statement for 2020/21 is appended to this report. The Statement summarises the organisation's approach to pay and remuneration and sets this within an organisational, regional and national context.</p> |
| 1.04 | <p>This year's statement is consistent with previous years' 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 on equalities added.</p> |
| 1.05 | <p>National Pay Awards</p> <p>Pay awards are nationally determined in accordance with the relevant body.</p> <p>There has been no agreement to date on national pay awards for chief executives or chief officers (strategic directors and heads of service grade) or employees covered by the NJC (Grade 01 to 12) with effect from 1 April 2021. The Pay Policy Statement will need to be updated if any nationally agreed pay awards are implemented.</p> |
| 1.06 | <p>Exit Cap Regulations</p> <p>Following the introduction in November 2020 of regulations to implement the Exit Cap in local government there is an interim position on pension and severance arrangements pending a Judicial Review in Spring 2021. Under the new regulations the total exit payment that may be made to a departing local government employee is a sum not exceeding £95,000. This sum includes statutory redundancy payments, discretionary payments</p> |

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| | <p>and any capitalised pension strain payment (payment to the Local Government Pension Scheme (LGPS) for early release of pension before normal retirement date). Pension strain payments are paid in connection with employees aged 55 or over, if they are part of the LGPS</p> <p>There has also been consultation on proposed changes to the LGPS, the outcome of which is not known at this time. In light of the above it may be necessary to amend the Pay Policy and Pensions Discretions Statements during 2021.</p> |
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| 2.00 | RESOURCE IMPLICATIONS |
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| 2.01 | None as the Pay Policy Statement appended to this report is a description of existing arrangements. |
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| 3.00 | CONSULTATIONS REQUIRED / CARRIED OUT |
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| 3.01 | None required. |
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| 4.00 | RISK MANAGEMENT |
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| 4.01 | None as the Pay Policy Statement appended to this report is a description of existing arrangements. |
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| 5.00 | APPENDICES |
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| 5.01 | <p>Appendix A – Pay Policy Statement 2021/22</p> <p>Appendix B – Pay Tables</p> <p>Appendix C – Local Government Pension Scheme (LGPS) Discretionary Pension Statement</p> |
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| 6.00 | LIST OF ACCESSIBLE BACKGROUND DOCUMENTS |
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| 6.01 | None |
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| 7.00 | CONTACT OFFICER DETAILS |
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| 7.01 | <p>Contact Officer: Sharon Carney, Senior Manager, Human Resources and Organisational Development</p> <p>Telephone: 01352 702139</p> <p>E-mail: Sharon.carney@flintshire.gov.uk</p> |
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| 8.00 | GLOSSARY OF TERMS |
| 8.01 | As detailed in the attached Pay Policy Statement for 2021/22 |