

# Pay Policy Statement

## 2025-2026

(Including LGPS Employer's  
Discretionary Policy)

# Pay Policy Statement

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# 1. Introduction from the Leader of the Council and the Chief Executive

Welcome to Flintshire County Council's thirteenth annual Pay Policy Statement. This statement sets out the Council's approach to setting pay for employees including senior officers and covers the period 1st April 2025 to 31st March 2026.

We recognise the importance people place on the delivery of high-quality Council services and are committed to being open, transparent, and accountable when it comes to sharing information on the salaries we pay to our employees.

We are committed to diversity and inclusion, closing all pay gaps, celebrating, and recognising the contribution of all our people in a fair and transparent way. In determining the pay of its employees, the Council will comply with all relevant employment legislation related to pay and remuneration.

As one of the largest employers in the county, the salaries we pay have a positive impact on the quality of life within our communities and on the local economy, through our staff choosing to spend locally in the Welsh local economy.

Council employees also benefit from a comprehensive range of financial and non-financial benefits. These include membership of the Local Government Pension Scheme (LGPS), access to salary sacrifice arrangements, discounts at hundreds of retailers across the United Kingdom, exceptional learning and development opportunities and employee wellbeing initiatives/support.

This Pay Policy Statement details our approach to pay, ensuring we can attract, retain, and motivate the best employees, with the right level of skills, who are committed and share our vision.



**Councillor Dave Hughes**  
Leader of the Council



**Neal Cockerton**  
Chief Executive

## 2. Purpose

Under Section 112 of the Local Government Act 1972 the Council has the power “to appoint officers on such reasonable terms and conditions as the Council thinks fit”.

This Pay Policy Statement (the statement) sets out the Council’s approach to pay policy in accordance with the requirements of the Localism Act 2011 (the Act). Under section 38 (1) of the Act 2011 English and Welsh local authorities are to produce and publish a pay policy statement for each financial year covering:

- The authority’s policies for the remuneration of chief officers.
- The arrangements for the publication of and access to information on the remuneration of chief officers.
- The authority’s policies towards the remuneration of its lowest paid employees; *and*
- The relationship between the remuneration of its chief officers and other employees.

The Council has published information on senior pay for several years on its website and in its Statement of Accounts. It has also responded openly and in full to Freedom of Information Act requests for such details.

Compared to other organisations in all sectors across the UK, we are a large and complex organisation providing a diverse range of public services. Many of these services are vital to the wellbeing of individuals and groups of residents in our local community. These can be delivered in particularly challenging circumstances, which means the Council must take account of the levels of need and ensure the availability of resources to meet them.

We compete with other local employers to recruit and retain managers capable of meeting the challenges of delivering our services to the required standards. This has an important bearing on the levels of remuneration we offer. At the same time, we are obliged to secure the best value for money for our residents and taxpayers in taking decisions on our pay levels. Therefore, the arrangements for the evaluation of posts across the workforce, and pay and terms and consideration of employment, are complex and require careful planning, maintenance, and control.

## 3. Legislation and Other Matters Relevant to Remuneration

In determining the pay and remuneration of all its employees, the Council will comply with all relevant employment legislation. This includes:

- Equality Act 2010

- Employment Rights Act 1996
- Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-term Employment (Prevention of Less Favourable Treatment) Regulations 2002
- Working Time Regulations 1998
- Agency Workers Regulations 2010
- Transfer of Undertakings (Protection of Employment) Regulations 2006
- National Minimum Wage (Amendment) Regulations 2021

The Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified using equality proofed Job Evaluation mechanisms which relate salaries to the requirements, demands and responsibilities of the role.

The Act sets out the requirements for Pay Policy Statements and as part of this there are certain terms that are used to define different employee groups and in particular senior officers. This section explains these definitions, and how they apply in this Council. 'Chief Officers' are defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act is as follows.

- (a) the head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989.
- (b) its monitoring officer designated under section 5(1) of that Act.
- (c) a statutory chief officer mentioned in section 2(6) of that Act.
- (d) a non-statutory chief officer mentioned in section 2(7) of that Act.
- (e) a deputy chief officer mentioned in section 2(8) of that Act.

As stated in the Local Government and Elections (Wales) Act 2021, with reference to the changes introduced by the Local Government (Wales) Measure 2011, the role of "Head of Paid Service" was replaced by the role of "Chief Executive" from May 2022.

#### 4. Scope of the Pay Policy Statement

The Localism Act 2011 requires authorities to publish their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and to explain the relationship between remuneration for Chief Officers and other workforce groups including the 'lowest paid'.

In the interests of transparency, the Council has chosen to take a broader approach and produces a policy covering all employee groups except for School Teachers (as the remuneration for this latter group is set by the Welsh Government and therefore not in local authority control).

Nothing within the provisions of the Localism Act 2011 detract from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and

which deliver achieve business objectives and value for money. The Council will follow its own policy in setting remuneration levels for all workforce groups within its scope.

This Pay Policy Statement does not apply to Members of the Council as they are not employees and are governed by separate legislation and the requirements of the Independent Remuneration Panel for Wales (IRPW).

## 5. Broad Principles of our Pay and Reward Strategy

### I) Transparency, accountability, and value for money

The Council is committed to an open and transparent approach to pay policy which will enable anyone to access, understand and assess information on remuneration levels across all groups of Council employees. The following is available on the Council's website at [www.flintshire.gov.uk](http://www.flintshire.gov.uk).

#### Remuneration data

- Employees pay scales.
- Individual remuneration details for senior employees whose remuneration is over £60,000 per annum, and the number of employees whose remuneration exceeds £60,000 as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010.

#### Policy documents

- [Additional Payments](#)
- [Policy Statement on Redundancy and Severance Payments \(including additional pension payments\)](#)

All relevant policies are reviewed periodically to ensure they are current and meet the principles of fairness, equality, accountability, and value for money.

### II) Development of Pay and Reward Strategy

The primary aim of a reward strategy is to attract, retain and motivate suitably skilled employees so that the organisation can perform to its best. The biggest challenge for the Council in the current financial climate is to maximise productivity and efficiency within current resources. Pay policy is a matter of striking a balance between setting remuneration levels at appropriate levels to ensure a sufficient 'supply' of appropriately skilled, experienced, and qualified individuals to fill the Council's wide range of posts and ensuring that the burden of cost does not become greater than can be justified.

It should be recognised that in competitive recruitment 'market' remuneration levels need to attract a suitably wide pool of talent (which will ideally include people from across the public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It should also be recognised that the Council

will often be seeking to recruit in competition with other public and private sector employers.

The Council is a major employer in the area. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy.

In designing, developing, and reviewing the Pay and Reward strategy the Council will seek to balance these factors to achieve performance outcomes for the organisation and the communities it serves, whilst managing and controlling total pay costs.

### III) The Council's Pay and Grading Structure

Section 112 of the Local Government Act 1972 provides that a local authority shall appoint such Officers for the proper discharge of its functions on such reasonable terms and conditions, including conditions as to remuneration as the local authority thinks fit.

The remuneration of many employees of the Council is in accordance with the locally agreed pay scale with spinal column points based on the nationally agreed pay spine (the NJC pay scale).

The Council uses a range of methods to evaluate pay and has multiple pay scales dependent on the terms and conditions of employment.

For roles that are not nationally prescribed and are not Chief Officer posts, the Council uses the Greater London Provincial Committee (GLPC), which is part of the Single Status Collective Agreement, and role profiles for support workers employed by School Governing Bodies.

#### **Pay Progression**

Except for Chief Officers whose pay progression is based on performance, all employees receive annual increments until the maximum spinal point in the grade is reached, subject to six months in that grade (whether attained by appointment, promotion, or re-grading).

Ordinarily, employees, including senior employees, are appointed to the minimum point of the pay grade for the job. In certain circumstances it may be appropriate to appoint to a higher point in the pay grade. This may arise when, for example, the preferred candidate for the job is or has been in receipt of a salary at a higher level than the grade minimum. Payment at a higher level would be subject to approval by their respective Chief Officer.



## **Bonus Payments and Performance Related Pay**

The Council does not apply any bonus payments. The Council operates an appraisal system as part of its performance management strategy and except for Chief Officers (see above) this is not linked to pay.

## **Equalities**

The Council is committed to equality of opportunity for all. All members of staff will be treated fairly based on ability, performance, and contribution irrespective of their employment or contractual status and personal circumstances, i.e., part time, fixed term. The Council monitors equalities data and this policy shall be applied fairly, consistently, and equitably for all employees irrespective of race, gender, disability, age, offending past, caring or dependency status, religion or belief, sexual orientation, marital or civil partnership status, pregnancy or maternity or gender identity and it is incumbent on those managing this policy to ensure that this is the case.

## **Chief Officer Job Evaluation**

For Chief Officers, the Council uses the nationally recognised Hay Job Evaluation Scheme. The scheme is an analytical one that takes into consideration three key elements of a post:

- Know How – the levels of knowledge, skill, and experience (gained through work experience, education and training which are required to perform the job successfully.
- Problem Solving – the complexity of thinking required to perform the job when applying Know How.
- Accountability – the impact the job has on the organisation and the constraints the job holder has on acting independently.

The Council undertook reviews of Chief Officer's roles and associated pay arrangements in 2014. Therefore, current arrangements are modern for the business needs of the Council.

## **IV) Additional Payments**

There may be occasions when an employee is asked to carry out additional duties to those of their substantive post for a period. In such circumstances an additional payment may be made in line with the Council's Additional Payments policy. The policy provides a framework to ensure the continued fairness, equitability and affordability of the pay and grading structure and differentiates between the following scenarios:

## Honoraria

Subject to certain conditions, employees who are temporarily required to undertake some or all the duties of a higher graded posts are eligible to be paid an honorarium. Details of the scheme can be found in the Council's Additional Payments Policy.

## Market Supplements

From time to time, it may be necessary to take account of the external pay levels in the employment market to attract and retain employees with experience, skills and capacity and apply a time limited, market supplement. Where necessary, the Council will ensure the requirement is objectively justified by reference to a clear and transparent evidence of relevant market comparators, using data sources available from the local government sector and outside, as appropriate. The Council uses market supplements sparingly as a practice.

## V Salary Protection

The Council will take reasonable steps to protect an employee's basic pay where it is reduced because of:

- Organisational change
- Redeployment where the individual is at risk of or under notice of redundancy and is redeployed or assimilated into either a lower graded post or a post which attracts a lower total remuneration package than their previous post.

The Council protects the remuneration of employees for a maximum of twelve months from the date of the change to basic pay, subject to a maximum of one grade difference or equivalent between the old post and the new post.

## 6.Accountability and Decision Making

In accordance with the statutory requirements and the Constitution of the Council, policies relating to the recruitment, pay, terms and conditions of employees of the Council, except teachers, are the responsibility of the Council.

## 7. Chief Officer Remuneration

### i) Definitions of Chief Officer

For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The relevant occupied posts within the Council are as follows:

- a) Chief Executive (including Head of Paid Service)
- b) Chief Officer, Governance
- c) Chief Officer, Education and Youth

- d) Chief Officer, Housing and Community
- e) Chief Officer, Social Services
- f) Chief Officer, Streetscene and Transportation
- g) Chief Officer, Planning, Environment and Economy

These officers are responsible for working alongside and advising elected members on the strategic direction of the Council, carrying out the stated aims of the Council, ensuring the efficiency and effectiveness of all services provided by the Council and its partners, and providing overall day to day operational management of services.

A new single grade and pay range for the new Chief Officer group was introduced in June 2014. All roles in the structure are positioned in the same single incremental range, given that all roles are broadly the same size, other than the Chief Executive. Placing the new Chief Officer roles on the same grade also removes any hierarchy at senior management level and reflects the single, collective tier.

All roles have access to the same four increments. The pay range has a clear rationale, building on the options developed with the independent advice from Hay Group and being mindful of both affordability and the relativity to management roles in the grades below. The range overlaps with the increments which existed for the former Heads of Service but falls below the former Director pay. It also represents a consistent policy of paying between the lower quartile and the median. Progression through the range is based on performance. The approach is affordable and fair and has ensured that the Council can meet its financial targets for the reduction of senior management costs.

## ii) Policy on the Remuneration of Chief Officers

The Terms and Conditions of employment applicable to Chief Officers are as determined by the JNC (Joint Negotiating Council) for Chief Officers of Local Authorities (or JNC for Chief Executives of Local Authorities) as amended/ supplemented or superseded by decisions on conditions of service made by the Council from time to time and contained within the Council's Employment Policies and Procedures.

## iii) Recruitment of Chief Officers

The Council's policy and procedures for the recruitment of Chief Officers is set out within Article 15, 15.01 sub section (b) of the Constitution.

The Council's Management Structure is as approved by Council. The Job Descriptions and Person Specifications for each Chief Officer post are approved prior to advertisement by the Council's appointment panel which comprises seven elected members. The determination of the remuneration to be offered to any newly appointed Chief Officer will take account of such factors as the requirements of the job, the relative size of the organization, local and national market rates, and the relationship with other posts within the grading structure. It is the responsibility of the Chief Executive to make and maintain

arrangements for the professional management of the Council to meet both its legal duties and its business needs.

There is a requirement under the Welsh Government Regulations that all vacant posts with a salary of over £100,000 are publicly advertised. The only exception to this new rule is where the appointment is for 12 months or less. It is also possible to divide up the duties from one deleted Chief Officer post between other existing post holders.

#### iv) Chief Officer Salaries

Details of the Chief Officers basic salary as of 1 April 2024 are set out below:

Grade	Annual Salary April 2024
Chief Executive Point 01	£144,817
Chief Executive Point 02	£147,925
Chief Executive Point 03	£152,035
Chief Executive Point 04	£156,143
Chief Officer Point 1	£ 96,665
Chief Officer Point 2	£ 100,258
Chief Officer Point 3	£103,851
Chief Officer Point 4	£108,642

#### v) Fees for Election Duties

The Council has a statutory duty to appoint a Returning Officer for specified Elections and Referenda. The Chief Executive undertakes this role and is paid for discharging these functions in accordance with prescribed fees. The Returning Officer duties are not part of the Chief Executive's substantive role.

The appointment of Electoral Registration Officer is required by S8 Representation of the People Act 1983, and the appointment of Returning officer by S35 Representation of the People Act, 1983. The fee for parliamentary, European Union, Welsh Government, Police and Crime Commissioner Elections and all referenda are set by legislation.

Fees for these externally sponsored elections are funded through grant awarded by the Welsh Government or the UK Government. Local authorities have the discretion to set the fee for local elections and this Council has does so contractually.

Council employees may be engaged on election duties of varying types. The fees paid to Council employees for undertaking these duties vary according to the type of election they participate in and the nature of the duties they undertake.

#### vi) Additions to Salary of Chief Officers

The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions. Part III changes which formed part of the Single Status Agreement have removed other previous entitlements. Several senior employees choose not to claim in full expenses to which they are contractually entitled as a 'conscious' voluntary decision given the current financial constraints.

Annual leave and bank holiday entitlements are determined by the terms and conditions of the different employee groups.

#### vii) Performance Related Pay and Bonuses

The Council does not apply any bonuses or performance related pay to its Chief Officers pay. However, the annual increment (if not already at top of scale) is only awarded once the Annual Appraisal has been passed as satisfactory (page 7 refers).

All Chief Officers have annual and mid-year appraisals, and the Chief Executive has an annual appraisal facilitated by an external party as per national guidance and the post holder's contractual rights.

#### viii) Payments on Termination

The Council's policies for redundancy payments and retirement are set out respectively within its Discretionary Compensation Scheme and Early Retirement Policy.

Under the Local Government (Early Termination of Employment) Discretionary Compensation) (England and Wales) Regulations 2006, the Council applies its discretion under Regulation 5 in the case of both voluntary and compulsory redundancy to base any payments on an employee's actual week's pay.

Under Regulation 6, the Council makes redundancy payments (compulsory and voluntary) to employees based upon the statutory redundancy payments scale which are calculated by multiplying a number of weeks based on their age and length of service (subject to a maximum of 20 years' service) by their actual weekly rate of pay, as follows:

- 0.5 week's pay for each year of employment in which the employee was aged 21 and below.
- 1 week's pay for each year of employment in which the employee was aged 22 to 40 inclusive.
- 1.5 week's pay for each year of employment during which the employee was aged 41 or over.

For employees under the age 55 (or aged 55 and over and are *not* members of the Local Government Pension Scheme (LGPS) apply a multiplier of 1.5 times the redundancy payment as calculated above.

Statutory Guidance issued by the Welsh Government 'recommends that full Council should be offered the opportunity to vote before severance packages of £100,000 and above are approved for staff leaving the organisation'. However, Members must be aware of the statutory or contractual entitlements due to an employee and the consequences of non-approval by Council, in which failure to fulfil statutory or contractual obligations may enable an employee to claim damages for breach of contract. Accordingly, any severance packages with a value more than £100,000 will be reported to Full Council for a decision.

However, it does not apply in relation to the cost of early access to, and/or enhancement of a retirement pension, where the employee's employment is terminated on grounds of ill health.

Since April 2020 employers are liable to pay Class 1A national insurance contributions on termination payments above £30,000 that are subject to income tax by the employee. The Council will fully comply with this requirement.

#### ix) Publication of Chief Officer and Other Senior Post Salaries

Upon approval by the full Council, this statement will be published on the Council's Website. In addition, for posts where the full-time equivalent salary is over £60,000 per annum the Council's Annual Statement of Accounts will include a note setting out by post the total amount of:

- salary, fees, or allowances paid to or receivable by the person in the current and previous year.
- any bonuses so paid or receivable by the person in the current and previous year.
- any sums payable by way of expenses allowance that are chargeable to UK income tax.
- any compensation for loss of employment and any other payments connected with termination; and
- any benefits received that do not fall within the above.

#### x) Pay Increases – Chief Officers

The Council employs Chief Officers under JNC terms and conditions which are incorporated into their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of the same is determined on this basis. Chief Officers employed on JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual arrangements.

## xi) Other Employee Benefits

The Council is responsible for supporting the health, safety, and wellbeing of its employees to ensure that they can perform at their best. As part of this approach and in common with other large employers the Council provides a small number of non-pay benefits such as eye test reimbursement for users of display screen equipment at work, leisure, and retail discounts through our eRewards and Vectis card scheme and participation in the Cycle to Work scheme.

An in-house team of medical experts within our Occupational Health service, give advice in support of positive mental and physical health. In addition, all employees have access to our Employee Assistance Programme (EAP) via Vivup which provides emotional and practical support for issues at home or in work. These services are available online and via a free phone number 24 hours a day, 365 days of the year.

The Employee Benefits offered, are part of the council's commitment to workforce reward and recognition and support the council's recruitment and retention strategy. The schemes do not form part of the council's contractual terms and conditions of employment.

## 8. Independent Remuneration Panel for Wales (IRPW)

Section 143A of the Local Government (Wales) Measure 2011 refers to the Independent Remuneration Panel in Wales ("the IRPW") and sets out their functions in relation to salaries of heads of paid service. The IRPW may make recommendations about any policy in this Pay Policy Statement which relates to the salary of the Council's head of paid service and any proposed change to the salary of the Council's Head of Paid Service. The Council, will, as required, consult the IRPW in relation to any change to the salary of the head of paid service which is not commensurate with a change of the salaries of the Council's other staff, and will have regard to any recommendation received from the IRP when deciding whether or not to proceed with making the change.

The Council is required to identify in this pay policy statement whether any such referral has been made to the IRPW, and if so, the nature of the referral, the IRPW's decision, and the Council's response. No referral was made to the IRP during 2024/2025.

The Local Government (Wales) Act 2015 extends the power of the IRPW, under section 143A of the Local Government (Wales) Measure 2011 to cover salaries payable to chief officers (using the Localism Act definition) as well as the head of paid service.

## 9. Remuneration of the Lowest Paid Employees

The lowest paid persons employed under a contract of employment with the Council are defined as those employed on full time 37 hours equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure



post single status. As of 1<sup>st</sup> April 2024, this is **£23,656** per annum. The Council has adopted this definition as it is recommended in relevant guidance as the most easily understood.

The Council employs apprentices (and other such trainees) who are not included within the definition of 'lowest paid employees' and are paid less than the minimum spinal column point for other employees during their apprenticeship. The purpose of paying a lower salary is to reflect the nature and/or duration/frequency of their employment and to maximize the number of apprenticeships offered. There is an exception to this agreement in relation to Graduate Trainees who we have agreed should not earn less than our lowest evaluated rate of pay.

## 10. Pay Relativities within the Authority

The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010).

The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure, and the Governments Code of Recommended Practice on Data Transparency recommends the publication of the ratio between the highest paid salary and the median average salary of the whole of the Authority's workforce.

The median salary figure for the organisation is the middle value of all employees' salaries listed in numerical order. The median salary for Flintshire County Council based on a payroll extract as of 6<sup>th</sup> January 2025 is **£26,835**.

The multiples of pay for Flintshire County Council are as follows:

1. The multiple between the lowest paid (full time equivalent) employee (£23,656) and the Chief Executive (£147,925) is 1.6:25.
2. The multiple between the lowest paid employee (£23,656) and mean average Chief Officer (£103,851) is 1.4:39.
3. The multiple between the median (average) full time equivalent employee (£26,835) and the Chief Executive (£147,925) is 1.5:51.



## 11. National Negotiating Bodies and Pay Awards

The National Joint Council negotiates the pay, terms, and conditions of employees in local authorities. It agrees an annual cost of living uplift to the national pay spine, on which each individual council decides where to place its employees. Each council considers several factors such as job size and local market conditions when deciding an employee's salary. There are no nationally determined jobs or pay grades in local government, unlike in other parts of the public sector.

As with other Welsh councils, this Council continues to comply with all national pay bargaining arrangements in respect of the establishment and revision of the national pay spine, for example through any agreed annual pay increases negotiated with joint trade unions at a United Kingdom level.

On the 16<sup>th</sup> of May 2024, national pay agreement was reached in relation to Chief Officers which provided for the basic salaries of all officers in scope of the JNC for Chief Officers of local authorities to be increased by 2.5% with effect from 1 April 2024.

On the 22<sup>nd</sup> of October 2024, a national pay agreement was reached in relation to Chief Executives which provided for the basic salaries of all officers in scope of the JNC for Chief Executives of local authorities to be increased by 2.5% with effect from 1 April 2024.

Employees are only entitled to receive payment for increases awarded as part of the national negotiating process if they are in employment on the date that any collective agreement is achieved.

## 12. National Living Wage (NLW)

In April 2016, a new (statutory) National Living Wage was introduced by the National Government which provides a supplement to the National Minimum Wage for those aged 25 and over. From 1<sup>st</sup> April 2025 the hourly rate will increase from £11.44 to £12.21 (which represents an increase of 6.7%) and will apply to those aged 21 and over.

The lowest rate of hourly rate of pay for a Council employee is currently £12.26 (SCP02) (pay award pending) which is £0.05 per hour higher than the National Living Wage from April 2025.

## 13. Real Living Wage (RLW)

The Real Living Wage is independently calculated each year by the Resolution Foundation and overseen by the Living Wage Commission. By paying the Real Living Wage employers are voluntarily ensuring that their employees can earn a wage which is enough to live on as determined by the Living Wage Foundation. The Real Living Wage increased by 5% to £12.60 per hour in November 2024.

Becoming a living wage employer, is an aspiration of Welsh Government and this Councils Cabinet, however, if implemented it will introduce further compression of grades which if left unaddressed will have a negative impact on recruitment/retention. Accordingly, it will be necessary to undertake our own detailed pay modelling. A new pay model must pass the tests of being legal, equitable, workable, sustainable, acceptable, affordable, and once concluded, it will be necessary to bring back an amended Pay Policy Statement to full Council.

## 14. Pension Benefits

All Council employees (apart from teachers) are entitled to join the local government pension scheme (LGPS) which is offered by the Local Government Employers. Eligible employees will automatically become a member of the scheme (to join they must have a contract for at least 3 months duration and be under the age of 75). Employees can decide to opt out of the scheme. The benefits and contributions payable under the Fund are set out in the LGPS regulations. The rate of contribution is set by Actuaries advising the Clwyd Pension Fund and reviewed on a triennial basis to ensure the scheme is appropriately funded.

There are two sections to the LGPS - MAIN and 50/50. The main section is calculated using 1/49th of an individual's annual pensionable pay (CARE pay). The 50/50 section is a new option (since 01/04/2014). Employees who join this scheme, pay half contributions but build up half the normal pension. This is calculated using 1/98th of annual pensionable pay (CARE pay) instead of the 1/49th in the MAIN scheme.

The employee contribution bandings\* for 2024/2025 are shown below.

<b>Band</b>	<b>Main Rate</b>	<b>50/50 Rate</b>	<b>2024/2025 actual pay</b>
1	5.50%	2.75%	up to £17,600
2	5.80%	2.90%	£17,601 - £27,600
3	6.50%	3.25%	£27,601 - £44,900
4	6.80%	3.40%	£44,901 - £56,800
5	8.50%	4.25%	£56,501 - £79,700
6	9.90%	4.95%	£79,701 - £112,900
7	10.50%	5.25%	£112,901 - £133,100
8	11.40%	5.70%	£133,101 - £199,700
9	12.50%	6.25%	£199,701 +

*\*The pay band ranges are increased each April in line with the cost of living*

The Council has prepared a written policy in relation to its exercise of certain discretionary functions, available under the LGPS regulations. The Council's Local Government Pension Scheme (LGPS) Discretionary Pension Policy is detailed in Appendix 2.

Teachers are entitled to join the Teachers' Pensions scheme. As the Teachers Pensions scheme is operated externally further information can be found on [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)

## 15. Re-engagement of Chief Officers

No Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commission to work on behalf of the Council.

This is aligned to the principles applied within the Voluntary Redundancy Policy which provides that employees who voluntarily leave the Council's employment under the Scheme should not be re-engaged in any capacity within a period of 24 months from the end of their employment, save for exceptional circumstances and only if approved by the Chief Executive as Head of Paid Service.

## 16. Non-Guaranteed Working Hours

In December 2016 the Welsh Government issued principles and guidance on the appropriate use of non-guaranteed hours arrangements in the devolved public services in Wales. These principles and guidance were developed by the Public Services Staff Commission in social partnership with the Welsh Government's Partnership Council and its sector groups.

The Council is committed to the principles determined by Welsh Government which apply to those employees who are employed on a relief, casual or sessional basis. These employees are used in services within the Council where there is either a need to bring in an additional workforce to cover peaks in workload or where the workload is on a one-off basis.

## 17. Recruitment and Talent Management

The Council's Policy and Procedures regarding recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Section 11 of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

Where the Council remains unable to recruit Chief Officers under a contract of service, or there is a need for an interim appointment to provide cover for a vacant substantive Chief Officer post or for any other reason, the Council will, where necessary, consider and use engaging individuals under 'contracts for service.' These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum

value for money benefits from competition in securing the relevant service. The Council does not currently have any Chief Officers engaged under such arrangements.

The Council's approach to talent management is through the employee performance review (appraisal) process, which as well as placing an emphasis on performance, encourages the identification of learning objectives in the development of employee skills.

## 18. Off Payroll Arrangements

Where the Council is unable to recruit to a job under a contract of service, or where there is a need for specialist support for a specific project, the Council will, where necessary, consider engaging individuals under a contract for service. These will be sourced through the relevant procurement process under the Council's Contract Procedure Rules, ensuring the council is able to demonstrate value for money from competition in securing the relevant service.

## 19. Partnership with Trade Unions

The Council will endeavour to maintain the constructive partnership approach it has developed with the recognised Trade Unions and will continue to work closely with them on pay issues. Collective bargaining will be followed as appropriate for any proposed changes to pay and / or allowances.

## 20. Future Legislation

The Council will comply with changes to legislation in relation to remuneration and exist payments requirements should legislation change.

## 21. Monitoring, Evaluation and Review

This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed to ensure that it meets the principles of fairness, equality, accountability, and value for money for the citizens of Flintshire County Council.

The Policy will be reviewed at least annually and reported to Full Council for approval in accordance with statutory requirements.