

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Thursday, 1 March 2018
Report Subject	Pay Policy Statement for 2018/19
Report Author	Senior Manager, Human Resources and Organisational Development

EXECUTIVE SUMMARY

All local authorities are required to publish an annual Pay Policy Statement.

The Pay Policy presented within this report is the sixth annual Statement published by Flintshire County Council.

RECOMMENDATIONS

1	That County Council approves the appended Pay Policy Statement for 2018/19.
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REPORT DETAILS

1.00	Pay Policy Statements
1.01	<p>Under the Localism Act 2011 local authorities are required to publish an annual Pay Policy Statement. 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 its reasons for adopting that definition the policy on the relationship between the remuneration of its chief officers and other officers 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	The Council's current Pay Policy Statement was approved by Council on 1 March 2017.
1.03	The Pay Policy Statement forms a key component of the organisation's approach to managing its workforce in general and in particular, reward and recognition, which is one of the five strategic priorities of the People Strategy 2016-19.
1.04	The draft Pay Policy Statement for 2018/19 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. It has also been updated to provide a more comprehensive account of the Councils approach to the remuneration of its workforce.
1.05	The proposed Pay Policy Statement appended to this report sets out: <ul style="list-style-type: none"> • The Councils approach to job evaluation and the grading of posts; • The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce) which is 1:7.51 (1:7.72 in 2017/18);
1.06	<p>This year's statement is largely consistent with that agreed twelve months ago. Whilst there is no change to the proposed principles or approach to remuneration, there are a few additional sections, as follows:</p> <ul style="list-style-type: none"> • Section 12 which provides an overview of the statutory process relating to School Teacher's Pay and Conditions • Section 14 which details additional observations, including the quantum of savings made to date and required in the future • Section 15 which confirms the Council's position in relation pension benefits. • Section 17 confirms that the Council will continue to work closely with the recognised Trade Unions on pay and pay related issues • Section 19 confirms the frequency that the pay policy statement will be monitored, evaluated and reviewed. <p>Two sections (section 10 and 11 respectively) have had a significant re-write and provide more details in relation to the role of National Negotiating Bodies and Pay Awards and National Living Wage (NLW) its impact to date and ongoing.</p>
1.07	<p>Sections subject to amendment during the course of the year are:</p> <ul style="list-style-type: none"> • Section 11 – The statement refers to the ongoing negotiations at a national level in relation to the pay award for 2018 and the proposed changes to the pay spine from 2019. A full report detailing the implications financial and otherwise, of any such agreement, once achieved, will be referred to full Council at the earliest opportunity. • The Government has for some time, been planning to implement a cap

	on Public Sector exit payments at £95,000 and a process of recovery of Chief Officer exit payments where certain conditions apply. Welsh Ministers will have a power of waiver on this matter, but it is unclear how this will operate in practice. At the time of writing, these proposals have still not become law, so we continue to await their implementation.
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2.00	RESOURCE IMPLICATIONS
2.01	None as the Pay Policy Statement appended to this report is a description of existing arrangements.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None required.

4.00	RISK MANAGEMENT
4.01	None.

5.00	APPENDICES
5.01	Appendix A – Pay Policy Statement 2017/18

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Contact Officer: Sharon Carney, Senior Manager, Human Resources and Organisational Development Telephone: 01352 702139 E-mail: Sharon.carney@flintshire.gov.uk

7.00	GLOSSARY OF TERMS
7.01	As detailed in the attached Pay Policy Statement for 2018/19.