

FLINTSHIRE COUNTY COUNCIL

REPORT TO: FLINTSHIRE COUNTY COUNCIL

DATE: FRIDAY 1ST MARCH 2013

REPORT BY: HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

SUBJECT: PAY POLICY STATEMENT

1.00 PURPOSE OF REPORT

1.01 To seek approval on the Council's Pay Policy Statement, to be effective from 1 April 2013.

2.00 BACKGROUND

2.01 Under the Localism Act 2011, Councils in England and Wales are required to prepare and agree a Pay Policy Statement. The statement needs to set out the Council's policies on remuneration for Chief Officers, how the statement will be published and accessed, the Council's policies for the remuneration of its lowest paid employees and the relationship between remuneration for Chief Officers and other employees.

2.02 Pay Policy Statements must be produced and published on an annual basis in advance of the beginning of each financial year. The provisions of the Act do not apply to employees of Local Authority Schools and consequently, teaching employees will not be brought into the scope of the statement.

2.03 The provisions of the Act bring together the need for increasing accountability, transparency and fairness in the setting of local pay which will enable the tax payer to understand and access information on remuneration levels across all groups of Council employees.

3.00 CONSIDERATIONS

3.01 The attached Pay Policy Statement has been drafted in accordance with the requirements of 38 (1) of the Localism Act 2011 and incorporates all existing pay arrangements for the workforce groups within the Council including Chief Officers and the lowest paid employees.

- 3.02 The achievement of Single Status for Green Book employees in the early part of 2013/14 will result in a new equality proofed pay and grading structure. Arrangements for maintaining the new pay and grading structure, to ensure that there is no pay discrimination and that all pay differentials can be justified, will be part of the new structure.
- 3.03 Within the options for our final Pay and Grading model under Single Status, we have developed positive proposals to address low pay. Council members will be encouraged to meet the objective of protecting employees from low pay when the Single Status Agreement is presented for approval.
- 3.04 The Council is developing a new Market Supplement Policy, to ensure that the Council is able to offer competitive rates to attract and retain talented people where there may be limited availability of particular skills or expertise in the market place. Such a policy will be recommended for introduction alongside a Single Status Agreement during 2013/14.

4.00 RECOMMENDATIONS

That the County Council approves the attached Pay Policy Statement for 2013 / 2014, acknowledging that there is work in progress to achieve a complete set of pay and reward arrangements, once a Single Status Agreement is achieved, which will be reflected in subsequent Pay Policy Statements.

5.00 FINANCIAL IMPLICATIONS

- 5.01 There are no new financial implications for the Council arising from this report.

6.00 ANTI POVERTY IMPACT

- 6.01 None arising directly from this report.

7.00 ENVIRONMENTAL IMPACT

- 7.01 None arising directly from this report or the attached Pay Policy Statement.

8.00 EQUALITIES IMPACT

- 8.01 None arising directly from this report or the attached Pay Policy Statement.

9.00 PERSONNEL IMPLICATIONS

9.01 None arising directly from this report or the attached Pay Policy Statement.

10.00 CONSULTATION REQUIRED

10.01 None as the attached document captures existing pay and reward arrangements only.

11.00 CONSULTATION UNDERTAKEN

11.01 Not applicable.

12.00 APPENDICES

12.01 Pay Policy Statement is attached as Appendix 1.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

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