

COUNTY COUNCIL

Date of Meeting	Wednesday, 1 March 2017
Report Subject	Pay Policy Statement for 2017/18
Report Author	Chief Executive and Senior Manager, Human Resources and Organisational Development Manager

EXECUTIVE SUMMARY

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

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

RECOMMENDATIONS

1	To approve and adopt the annual Pay Policy Statement for 2017/18.
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REPORT DETAILS

1.00	CONSIDERATIONS
1.01	<p>Under the Localism Act 2011 local authorities are required to publish an annual Pay Policy Statement. A Pay Policy Statement must 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 2016.
1.03	The Pay Policy Statement is part of the Council's policy framework for reward and recognition – one of the five strategic priorities of the People Strategy 2016-19.
1.04	The Pay Policy Statement for 2017/18 is appended to this report. The Statement summarises the organisation's approach to pay and remuneration.
1.05	There is no change to the proposed principles or approach to remuneration in this year's Policy. Following the publication of guidance by the Public Services Staff Commission we have included additional sections on Bonus Payments and Performance Related Pay, the use of Salary Sacrifice Schemes and our approach to Talent Management, as good practice.

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 Pay Policy Statement attached.