

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Thursday, 24 th February 2022
Report Subject	Pay Policy Statement for 2022/23
Report Author	Chief Executive and Corporate Manager, People 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 tenth annual statement published by the Council.

RECOMMENDATIONS

1	That County Council approves the appended draft Pay Policy Statement for 2022/23.
2	That County Council delegates authority to the Corporate Manager, People and Organisational Development to update the Pay Policy Statement 2022/23 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

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 16 February 2021.</p>
1.03	<p>The draft Pay Policy Statement for 2022/23 appended to this report reflects the Council's current agreements and arrangements with regard to pay.</p>
1.04	<p>This year's statement is largely consistent with previous statements. Whilst there are no changes to the principles or approach to remuneration, as a result of updated guidance published by Welsh Government in November 2021 and changes in legislation the following sections have been removed, updated or added:</p> <p>Section 1 – Introduction from the Chief Executive Section 6 – Chief Officer remuneration Section 9 - Pay relativities within the Authority Section 11 – National Living Wage Section 12 – Real Living Wage (RLW) Section 16 – Talent Management</p>
1.05	<p>The Restriction of Public Sector Exit Payments Regulations 2020, which cap the value of exit payments to £95,000, came into force on 4 November 2020. Following the approval for three judicial reviews of the legislation it was revoked by Government on 12 February 2021. Legislation on the recovery of exit payments for senior officers who return to work in the public sector within twelve months of receipt of an exit payment is still expected. However, there have been no developments in relation to this and the legislation is still pending. If the legislation is finalised, the Council will review and implement as required.</p>

1.06	<p>National Pay Awards</p> <p>Annual cost of living and other pay awards are negotiated nationally. Agreement was reached on 3 February 2022 and 09/02/2022 respectively for a 1.5% pay increase for Chief Executives and Chief Officers. There is still no agreement for employees covered by the NJC (Green Book), or Pink Book with effect from 1 April 2021. The Pay Policy Statement will therefore have to be updated if a nationally agreed pay award is reached at a later date.</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 pay 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 2022/23</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, Corporate Manager, People 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 2022/23