

FLINTSHIRE COUNTY COUNCIL

REPORT TO: FLINTSHIRE COUNTY COUNCIL

DATE: TUESDAY, 27 MARCH 2012

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 2012.

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 first Pay Policy Statements are required to commence on 1 April 2012 for the forthcoming financial year 2012 / 2013.

2.03 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.

2.04 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 It is acknowledged that further developmental work will need to be done in relation to pay and reward arrangements within the Council. For example, the Council recognises that there is currently a significant differential between the pay grades for Green Book and other workforce groups when compared with Chief Officers (Directors and Second Tier Officers). In designing a new pay and grading structure for Green Book employees as part of Single Status, the intention will be to develop a 'Single Pay Spine' which will reduce the gap so that there are clearer relativities between workforce groups and senior management and greater prospects for internal succession planning and career progression.
- 3.03 The implementation of Single Status for Green Book employees will result in a new equality proofed pay and grading structure. Robust 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 introduced.
- 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.
- 3.05 The above developments will be reflected in the Council's Pay Policy Statement for 2013 / 2014.

4.00 RECOMMENDATIONS

That the County Council approves the attached Pay Policy Statement for 2012 / 2013, acknowledging that there is work in progress to achieve a complete set of pay and reward arrangements 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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