

FLINTSHIRE COUNTY COUNCIL

REPORT TO: **FLINTSHIRE COUNTY COUNCIL**

DATE: **TUESDAY 25TH MARCH 2014**

REPORT BY: **HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT**

SUBJECT: **PAY POLICY STATEMENT FOR 2014/15**

1.00 **PURPOSE OF REPORT**

1.01 To seek approval of the Council's Pay Policy Statement to be effective from 1 April 2014.

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 its workforce, including Chief Officers, how the statement will be published and accessed, the Council's policies for the remuneration of the 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 (i.e before 1 April). The provisions of the Act do not apply to employees of Local Authority Schools.

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. The policy is a true and fair statement of current policy as approved by Council over past years.

3.02 The achievement of a Single Status Agreement for Green Book employees, subject to acceptance of the proposals in the Trade Union

ballot, will be effective from 1 June 2014. This will result in a new 'equality proofed' pay and grading structure and new terms and conditions of employment. There will be robust governance 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. Once Single Status is implemented, the Council's Pay Policy for Green Book employees will change and the Pay Policy will need to be republished.

3.03 The Council will later today be considering a report on the senior management structure and, within the report, the pay policy for Chief Officers. If approved then the Pay Policy will be adjusted to reflect these changes and be republished once the new structure is in place.

3.04 The Council is developing a new Additional Payments Policy, to include Honoraria payments and Market Supplements, 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 available in the market place. This policy will be introduced as part of the Single Status Agreement arrangements during 2014/2015 and will be reflected in the updated Pay Policy Statement for 2014/15.

4.00 RECOMMENDATIONS

That the County Council approves the attached Pay Policy Statement for 2014/2015 noting that the Policy will need to be republished later in the year due to the developments summarised in 3.02-04 above.

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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