

**FLINTSHIRE COUNTY COUNCIL**

**REPORT TO:** **FLINTSHIRE COUNTY COUNCIL**

**DATE:** **TUESDAY, 3 MARCH 2015**

**REPORT BY:** **CHIEF EXECUTIVE AND CHIEF OFFICER (PEOPLE & RESOURCES)**

**SUBJECT:** **PAY POLICY STATEMENT FOR 2015/16**

**1.00 PURPOSE OF REPORT**

1.01 To seek approval on the Council's Pay Policy Statement, to be effective from 1 April 2015.

**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 existing 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 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. It is a statement of Council adopted policy on pay and is not a pay review.

- 3.02 The Council achieved a Single Status Agreement for NJC Green Book employees from 1<sup>st</sup> June 2014 resulting in a new equality proofed pay and grading structure and new terms and conditions of employment. Robust governance arrangements for maintaining the new pay and grading structure are in place, to ensure that there is no pay discrimination and that all pay differentials can be justified.
- 3.03 The Council implemented a new Additional Payments Policy, to include Honoraria payments and Market Supplements from 1<sup>st</sup> June 2014 to coincide with the implementation of the Single Status Agreement. This ensures 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.
- 3.04 A pay award has been agreed at national level, by the National Joint Council (NJC) for Local Government employees, and has applied in two stages. The first stage of the pay award arrangement was a one-off non consolidated payment which was paid in December 2014 as follows:
- £325 - Spinal Points 6 & 7
  - £150 - Spinal Points 8, 9 & 10
  - £100 - Spinal Points 11 to 25
  - 0.45% of the 2015 salary – Spinal Points 26 to 49
- 3.05 The Council has locally agreed spinal points from 51 to 60. The non-consolidated payment was not paid to those on spinal points 51 to 60, i.e., those on grades L, M and N.
- 3.06 The second stage of the pay award was an increase on the Flintshire Single Status Pay Scales for NJC Green Book employees with effect from 1 January 2015 to 31 March 2016,. This increase was also agreed at national level for Local Authority Craft employees. The increases to the pay scales were as follows:
- 4.13% on spinal point 8
  - 2.55% on spinal point 9
  - 2.32% on spinal point 10
  - 2.20% on spinal points 11 to 60

The pay award is applied pro-rata and the figures provided are based on full time equivalent salary.

- 3.07 A new operating model and a single tier senior management structure were approved at County Council on 25 March 2014. As part of these arrangements, a new pay policy was agreed for Chief Officers. The Hay Group were commissioned by the Council to independently design and recommend an appropriate pay policy for Chief Officers to

ensure a fair and defensible outcome. The new operating model and senior management structure were implemented in June 2014 and resulted in full year efficiencies of approximately £0.5m.

- 3.08 A pay award has been agreed at national level by the Joint Negotiating Committee (JNC) for Chief Officers. An increase of 2% on pay scales will apply with effect from 1 January 2015 to 31 March 2016. This increase relates to Chief Officers who are paid up to £99.99k per annum.

#### **4.00 RECOMMENDATIONS**

- 4.01 That the County Council approves the attached Pay Policy Statement for 2015/2016.

#### **5.00 FINANCIAL IMPLICATIONS**

- 5.01 The cost of the pay award increases has been built into the budget for 2015/16.

#### **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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