

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Tuesday, 1 March 2016
Report Subject	Pay Policy Statement for 2016/17
Report Author	Interim HR & OD Manager

EXECUTIVE SUMMARY

This report provides Members with a summary of the Pay Policy Statement which summarises the Council's approach to pay and remuneration for the year ahead.

The development of a Pay Policy Statement and its approval by the Council is a requirement under the Localism Act 2011. The statement appended to this report is Flintshire's fourth annual statement and will support a continued understanding of the organisational approach to remuneration set within the context of the overall direction of the organisation to improve services and, ultimately, deliver better outcomes for the residents of Flintshire.

RECOMMENDATIONS

1	That County Council approves the appended Pay Policy Statement for 2016/17.
2	That the Interim HR & OD Manager, on behalf of the Chief Officer People and Resources, be given delegated authority to make amendments as necessary to reflect the nationally agreed pay awards, once finalised, without the requirement to return to full County Council.

REPORT DETAILS

1.00	CONSIDERATIONS
1.01	<p>Introduction</p> <p>Under section 38 of the Localism Act 2011, local authorities are required to publish a 'Pay Policy Statement' on an annual basis, focussed on senior employees. Approval of the Statement cannot be delegated. The Act sets out that a Pay Policy Statement must include:</p> <ul style="list-style-type: none">• A local authority's policy on the level and elements of remuneration for each chief officer.• A local authority's policy on the remuneration of its lowest-paid employees (together with its definition of lowest-paid employees' and its reasons for adopting that definition).• A local authority's policy on the relationship between the remuneration of its chief officers and other officers.• A local authority's policy on other specific aspects of chief officers remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance related pay and bonuses, termination payments, and transparency.
1.02	<p>The Council's current Pay Policy Statement was approved by Council on 3 March 2015.</p>
1.03	<p>The Statements of previous years have provided a strong framework for effective governance and transparency with regard to pay and remuneration. The intention is to continue and strengthen these arrangements through the 2016/17 Statement.</p>
1.04	<p>The 2016/17 Pay Policy Statement is aligned closely to the overall priorities, activities and context of the organisation and wider public sector, and seeks to provide transparency around decisions affecting pay and remuneration in this context.</p>
1.05	<p>The Pay Policy Statement forms a key component of the organisation's approach to managing its workforce in general and reward and recognition in particular and is a key contributor to the priorities set out in this area within the People Strategy.</p> <p>The Statement is one element of the organisation's overarching approach to transparency and accountability. It is supported by comprehensive information on the organisation's structure and the salary for senior posts which is available on the Councils website and updated on at least an annual basis.</p>
1.06	<p>The Pay Policy Statement</p> <p>The draft Pay Policy Statement for 2016/17 is appended to this report.</p>

	The Statement summarises the organisation's approach to pay and remuneration for the year ahead in a number of key areas and sets this within the organisational and national context.
1.07	<p>The Pay Policy Statement includes information on the Authority's salary multiple, the ratio between the highest paid officer (the Chief Executive) and the median salary for all officers within the scope of the Statement.</p> <p>As at 31 January 2016 this ratio is 1: 7.73 which is higher than the ratio reported for 2015/16. However, the median salary and the Chief Executives salary is the same as last year, which indicates that the ratio reported last year was understated.</p>
1.08	Once approved, the Pay Policy Statement will come into effect on 1 April 2016, being subject to review at least annually.
1.09	This year's statement is largely consistent with that agreed twelve months ago. There is no change to the proposed principles and approach to remuneration.

2.00	RESOURCE IMPLICATIONS
2.01	None as the Pay Policy Statement appended to this report captures existing arrangements only.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None as the Pay Policy Statement appended to this report captures existing arrangements only.

4.00	RISK MANAGEMENT
4.01	None arising direction from this report as the Pay Policy Statement appended to this report captures existing arrangements only.

5.00	APPENDICES
5.01	Appendix A – Pay Policy Statement 2016/17

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p><i>The Independent Remuneration Panel for Wales</i> http://gov.wales/irpws/sub/home/remit-of-the-panel/?lang=en</p> <p><i>Welsh Local Government Association</i></p>

www.wlga.gov.uk

Contact Officer: Sharon Carney, Interim HR & OD Manager

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.