

COUNTY COUNCIL

Date of Meeting	Tuesday, 20 th October 2020
Report Subject	Pay Policy Statement for 2020/21
Report Author	Chief Executive and Senior Manager, Human Resources and Organisational Development

EXECUTIVE SUMMARY

All local authorities are required to publish an annual Pay Policy Statement.

The Pay Policy presented within this report is the eighth annual statement published by the Council.

The latest Equal Pay Audit is also appended to this report for information.

RECOMMENDATIONS

1	That County Council approves the appended Pay Policy Statement for 2020/21 and notes the latest Equal Pay Audit.
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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. 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	The Council's current Pay Policy Statement was approved by Council on 29 January 2019, updated on 19 November 2019.
1.03	The draft Pay Policy Statement for 2020/21 is appended to this report. The Statement summarises the organisation's approach to pay and remuneration and sets this within an organisational, regional and national context. It has also been updated to provide a more comprehensive account of the Council's approach to the remuneration of its workforce.
1.04	<p>The draft Pay Policy Statement appended to this report sets out:</p> <p>The Council's approach to job evaluation and the grading of posts; The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce) which is 1:7:80 (compared to 1:8:20 in 2019/20)</p>
1.05	<p>This year's statement is largely consistent with the 2019/20 statement. Whilst there is no change to the proposed principles or approach to remuneration, a number of sections have been re-written and re-ordered to improve the flow of the report.</p> <p>There are also a number of additional sections, as follows:</p> <p>Section 7 – Exit Payment Cap and Pension Reforms Section 14 – Non Guaranteed Working Hours</p>
	Equal Pay Audit
1.06	In addition to the obligations placed on the Council by the Localism Act 2011 in relation to its pay policy, the Council has obligations under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to report on the gender pay gap.

1.07	The gender pay gap is the difference between men's pay and women's pay as a percentage of men's pay.
1.08	The Council fulfils its obligations under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 through an Equal Pay Audit which it undertakes annually. The Equal Pay Audit involves the specific comparison of the pay of male and female colleagues, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics.
1.09	The Equal Pay Audit 2019 which is appended to this report shows an improving position when compared to the 2018, with highlights as follows: <ul style="list-style-type: none"> • The overall gender pay gap across all grades and terms and conditions is 13.40% compared to 13.65% in 2018. • The gender pay gap for those employed on NJC Pay Scales (Green Book) is 15.45% which has reduced from 16.22% last year. • The gender pay gap for Chief Officers is 10.70% down from 15.65% last year.

2.00	RESOURCE IMPLICATIONS
2.01	None as the Pay Policy Statement appended to this report is a description of existing arrangements.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None required.

4.00	RISK MANAGEMENT
4.01	None as the Pay Policy Statement appended to this report is a description of existing arrangements.

5.00	APPENDICES
5.01	Appendix A – Pay Policy Statement 2020/21 Appendix B – Pay Tables Appendix C – Local Government Pension Scheme (LGPS) Discretionary Pension Statement Appendix D – Equal Pay Audit 2019

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Sharon Carney, Senior Manager, Human Resources and Organisational Development Telephone: 01352 702139 E-mail: Sharon.carney@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
8.01	As detailed in the attached Pay Policy Statement for 2020/21.