

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Tuesday, 20 th February 2024
Report Subject	Pay Policy Statement for 2024/25
Report Author	Chief Executive and Corporate Manager, People and Organisational Development

EXECUTIVE SUMMARY

All local authorities are required to publish review and approve a Pay Policy Statement each financial year.

Once approved it is to be published by 31st March each year.

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

RECOMMENDATIONS

1	That County Council approves the appended draft Pay Policy Statement for 2024/25.
2	That County Council delegate authority to the Corporate Manager, People and Organisational Development to update the Pay Policy Statement 2024/25 during the year to reflect any changes required by legislation, Government policy or national negotiations so that it remains accurate and current.

REPORT DETAILS

1.00	EXPLAINING THE PAY POLICY STATEMENT
1.01	<p>Annual Pay Policy Statement for each financial year. This must be approved by Council and be in place by 31st March each year.</p> <p>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	<p>The purpose of the pay policy statement is to promote transparency on public sector pay, particularly in relation to remuneration of senior officers. Comparisons are also made with the remuneration of the lowest paid employees and with average salaries.</p> <p>The Act defines remuneration widely, to include not just pay but also allowances, benefits in kind, increases in/enhancements of pension entitlements, and termination payments.</p>
1.03	<p>The Council's current Pay Policy Statement was approved by Council on 1 March 2023.</p>
1.04	<p>The draft Pay Policy Statement for 2024/25 appended to this report reflects the Council's current agreements and arrangements regarding pay.</p>
1.05	<p>This year's statement is consistent with previous statements. Whilst there is no change to the principles or approach to remuneration, a number of sections have been removed, updated or added including the following:</p> <ul style="list-style-type: none">• The Introduction• Accountability and Decision making• Fees for Election Duties• National Negotiating Bodies and Pay Awards
1.06	<p>National Pay Awards</p> <p>Annual cost of living and other pay awards are negotiated nationally. Agreement was reached on 1 May 2023 for Chief Officers and 1 November 2023 Chief Executives for an increase of 3.5% to the basic salaries of those in scope with effect from 1 April 2023.</p>
	<p>Equal Pay Audit</p>

1.07	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.
1.08	The gender pay gap is the difference between men's pay and women's pay as a percentage of men's pay.
1.09	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.
1.10	The Equal Pay Audit appended to this report shows an overall gender pay gap across all grades and terms and conditions of 12.76% based on a data extract taken on 31 March 2023, shows an improvement when compared to 2022 (13.71%).

2.00	RESOURCE IMPLICATIONS
2.01	None as the Pay Policy Statement appended to this report is a description of existing pay 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 2024/25 Appendix B – Pay Tables Appendix C – Local Government Pension Scheme (LGPS) Discretionary Pension Statement Appendix D – Equal Pay Audit 2023

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Contact Officer: Sharon Carney, Corporate Manager, People and Organisational Development</p> <p>Telephone: 01352 702139</p> <p>E-mail: Sharon.carney@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	As detailed in the attached Pay Policy Statement for 2024/25.