

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Tuesday 28 January 2025
Report Subject	Pay Policy Statement for 2025/26
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 thirteenth annual statement published by the Council.

RECOMMENDATIONS

1	That County Council approves the appended draft Pay Policy Statement for 2025/26.
2	That County Council delegate authority to the Corporate Manager, People and Organisational Development to update the Pay Policy Statement 2025/26 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>Under the Localism Act 2011 local authorities are required to publish an 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 2024.</p>
1.04	<p>The draft Pay Policy Statement for 2025/26 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> <p>Section 1. Introduction Section 3. Legislation and other matters relevant to remuneration Section 7 (iv) Chief Officer Salaries Section 7 (viii) Payments on Termination Section 9. Remuneration of the Lowest Paid Employees Section 10. Pay Relativities within the Authority Section 12. National Living Wage Section 13. Real Living Wage Section 17. Recruitment and Talent Management Section 18. Off Payroll Arrangements</p>

1.06	<p>National Pay Awards</p> <p>Annual cost of living and other pay awards are negotiated nationally. Agreement was reached on 16 May 2024 for Chief Officers and 1 April 2024 for Chief Executives which provided for an increase of 2.5% to the basic salaries of those in scope with effect from 1 April 2024.</p>
	<p>Local Government Pension Scheme (LGPS) Discretionary Policy</p>
1.11	<p>The regulations of the LGPS require every employer to</p> <ul style="list-style-type: none"> (i) issue a written policy statement on how it will exercise the various discretions provided by the scheme, (ii) keep it under review and (iii) revise it as necessary.
1.12	<p>The policy statement has been appended to the Pay Policy Statement annually since 2018.</p>
1.13	<p>This year's document has been updated to include the purpose, scope, and application of the relevant discretions to aid understanding and provide transparency.</p>

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

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	<p>None required.</p>

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

5.00	APPENDICES
5.01	<p>Appendix A – Pay Policy Statement 2025/26 Appendix B – Pay Tables (to follow) Appendix C – Local Government Pension Scheme (LGPS) Discretionary Policy</p>

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.