



DECISION ITEM

REPORT OF	MEETING	DATE	ITEM NO
RESOURCES	FINANCE AND DEMOCRACY COMMITTEE	21 NOVEMBER 2022	10
THE ANNUAL PAY POLICY STATEMENT 2023			

PUBLIC ITEM

This item is for consideration in the public part of the meeting.

SUMMARY

The report provides details of the Pay Policy Statement for Fylde Council; it has been a requirement for all local authorities to have a Pay Policy Statement since 1st April 2012 as part of the Localism Act. The objective of the Statement is to ensure and confirm openness, transparency, and fairness in the pay policy arrangements at Fylde. It is a requirement to conduct an annual review of the Pay Policy Statement; this report includes any implications of the annual review for the Pay Policy Statement.

RECOMMENDATIONS

1. That Council approves the Pay Policy Statement included as Appendix 1 to this report.

SUMMARY OF PREVIOUS DECISIONS

The Pay Policy Statement was first approved by Full Council in 2012 and has been reviewed and approved at Full Council every year since. The Terms of Reference of the Finance and Democracy Committee gives responsibility to this committee for reviewing the Pay Policy annually and making recommendations to council on the same, hence its placement on the agenda of this meeting.

CORPORATE PRIORITIES

Economy – To create a vibrant and healthy economy	✓
Environment – To deliver services customers expect	
Efficiency – By spending money in the most efficient way	✓
Tourism – To create a great place to live and visit	

REPORT

1. The Council is required as a part of the Localism Act 2011 to produce a Pay Policy Statement and to review and formally approve the statement on an annual basis. The statement sets out the Council Policy on:
 - a. Chief Officer Remuneration (recruitment, salary, bonus, performance-related pay, charges, fees, allowances, benefits in kind, enhancement to pension at termination)
 - b. The arrangements in place to determine the Remuneration of all employees
 - c. Remuneration of its lowest-paid employees (covering the same elements as above) the definition used for this group and the reason for adopting that definition
 - d. The relationship between Chief Officer Remuneration and that of other staff
2. The Committee are invited to review the Pay Policy report in Appendix 1, with a view to it being presented to the council for approval.
3. The Gender pay gap and Workforce Equality reports containing statistical data will be refreshed and updated in January 2023, details will be provided in a forward report at a future committee meeting.

IMPLICATIONS

Finance	None arising directly from this report.
Legal	The legal responsibilities in respect of the Pay Policy Statement have been included in the body of the report.
Community Safety	None arising directly from this report.
Human Rights and Equalities	The pay and grading scheme implemented at Fylde has been subject to equality and impact assessment. There are no direct human rights implications arising from the report.
Sustainability and Environmental Impact	None arising directly from this report.
Health & Safety and Risk Management	None arising directly from this report.

LEAD AUTHOR

CONTACT DETAILS

DATE

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November 2022

BACKGROUND PAPERS

Name of document	Date	Where available for inspection
Pay Policy Statement Summary Statement	January 2021	https://new.fylde.gov.uk/council/open-data/1551-2/
Gender Pay Gap Reporting	January 2021	https://new.fylde.gov.uk/council/open-data/1551-2/#1523269533820-f8f70d3d-43b8 https://www.gov.uk/government/news/gender-paygap-reporting
Employees who earn over £50,000 per annum	January 2022	https://new.fylde.gov.uk/council/management-team/

Online Pay Policy Data	Updated annually in April	https://new.fylde.gov.uk/council/open-data/15512/#1523268470909-b27c789b-960b https://new.fylde.gov.uk/council/open-data/salaryratios/ https://new.fylde.gov.uk/council/open-data/payscales/
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Attached documents

Appendix 1 - Pay Policy Statement