



This Pay Policy describes the principles which Copeland Borough Council has adopted to ensure that the way the Council's employees are paid is non-discriminatory and reflects fairness, equity and consistency, and contributes to the achievement of organisational priorities and objectives.

In managing its pay arrangements, the Council will ensure that:

1. Its pay and grading structure is fair, equitable, justifiable and objective, through the use of an analytical job evaluation scheme
2. Its pay and reward practices reflect the need to achieve value for money
3. It is equipped to recruit and retain the most talented staff by setting its pay and benefits package so as to be competitive with those of regional authorities and, for key appointments, with those of major nationally comparable organisations
4. Its pay and grading structure contributes to improving the performance of individuals
5. As part of a wider reward package, it takes account of the importance of non-financial elements and the need to develop innovative approaches to provide more cost effective services whilst promoting well-being and work/life balance for employees.
6. It meets equality legislation and the requirements of the Equality and Human Rights Commission in relation to pay, benefits and workplace conditions.