



OFFICER REPORT TO COUNCIL

AMENDMENT TO SURREY PAY POLICY STATEMENT 2013/2014

KEY ISSUE / DECISION:

The approval of an amendment to the 2013/14 Pay Policy Statement.

BACKGROUND:

1. To comply with Section 40 of the Localism Act 2011, all local authorities are required to agree and publish an annual Pay Policy Statement. The Council's current pay policy statement was approved by Council on 19 March 2013 and is published on the Council's website. Pay policy statements may be amended during the course of the financial year to reflect changes or developments in an authority's pay policy.

RECENT DEVELOPMENTS

2. The 2013/2014 pay policy reflects the current period of pay restraint and does not include any pay progression arrangements for staff. During the course of this year it has become apparent that this blanket approach is not sufficiently flexible to allow the Council to respond to factors that impact significantly on the efficient discharge of its services, such as market information, market forces and staff retention/recognition. A small number of individual cases have been reported as exceptions to the People, Performance and Development Committee (PPDC).
3. The Chairman of PPDC has requested that the Council considers an amendment to the policy to reflect this recognised need for more flexibility and enable approval of individual pay progression arrangements within grade limits, where there are compelling management reasons for doing so. It is recognised that the discretion would only be exercised on an exceptional basis and that with regard to senior pay grades, there would be appropriate oversight by PPDC. Council is therefore asked to consider the proposed amendment to the policy that is set out below.

RECOMMENDATION:

That Council agrees the following amendment to the Surrey Pay Policy Statement 2013-2014 (additional text in italics):

Surrey Pay

The council's total reward strategy is based on the local negotiation of "single status" Surrey Pay terms and conditions of service. This means that the majority of staff are on consistent terms and conditions of services, except for teachers and fire fighters. Pay, including terms and conditions, is reviewed annually with any changes agreed by the PPDC normally made with effect from 1 April. The council recognises two trades unions, the GMB and UNISON, for the purposes of negotiating Surrey Pay. *Salary progression for individual members of staff may be awarded exceptionally during the current period of pay restraint and must be approved by the PPDC for all staff on senior pay or by the appropriate head of service and the Head of HR&OD for staff on salaries below senior pay.*

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Sources / Background papers:

Surrey County Council Pay Policy Statement 2013/2014