



People, Performance and Development Committee  
6 March 2015

## **Surrey Pay Policy Statement 2015 - 2016**

### **Purpose of the report:**

The committee is invited to recommend to Full Council the attached Pay Policy Statement for 2015 for publication on the Council's external website.

This report is being brought to People, Performance and Development Committee as the Council's Remuneration Committee in accordance with the Scheme of Delegation.

### **1 Recommendations:**

The Committee is requested to recommend publication of the attached Pay Policy Statement to the meeting of the full council on the 17 March 2015. This Pay Policy Statement would then be published on Surrey County Council's external website, with effect from 1 April 2015. The salary levels referred to in the statement include implementation of the latest pay settlement proposals with effect from 1 April 2015.

### **2 Introduction:**

2.1 To comply with Section 40 of the Localism Act 2011 all local Authorities are required to publish a Pay Policy Statement, approved by a meeting of the full Council, with effect from 1 April each year. The Act requires that the Statement should then be updated and approved by the full Council on an annual basis.

2.2 The main points that must be covered include:-

- The remuneration of Chief Officers.
- The responsibilities of the Council's Remuneration Committee (the People, Performance and Development Committee) for determining the terms on which Chief Officers are employed.
- The Council's current policies on Equal Pay, Redundancy and Severance, and Reward.
- The ratio between the remuneration of the highest and lowest paid employees, together with an explanation as to how job evaluation is used to determine appropriate levels of reward.

2.3 A copy of the proposed Statement is appended (**Annexe 1**) for reference.

### 3 Publication of the Pay Policy Statement

3.1 The Statement has been drafted to reflect the requirements of the Local Government Transparency Code 2014 and the guidance published by the Department for Communities and Local Government on Openness and Accountability in Local Pay 2012, to comply with Section 40 of the Localism Act 2011. Account has also been taken of the final report and the recommendations made in the Hutton Review of Fair Pay in the Public Sector 2011.

It is proposed that the Statement will include "clickable" hyperlinks to:-

- (i) Documents already published on the website:-
- Councillors and Committees (which sets out the role of the PPDC as the Council's Remuneration Committee).
  - Statement of Accounts.
  - Working for Surrey (which summaries the Council's Employment Policies).
- (ii) Additional documents to be reviewed and updated via the external website with effect from 1 April 2015:-
- Equal Pay Statement
  - Early Retirement and Severance Policy
  - Reward Policy

**4 Next Steps**

- 4.1 For PPDC to recommend publication of the attached Pay Policy Statement to the meeting of the full council on the 17 March 2015.
- 4.2 For the Pay Policy Statement to be published on the council's web pages with effect from April 2015.

**5 Financial and value for money implications**  
The Section 151 Officer confirms that the Surrey Pay annual pay settlement has been allowed for in the budget.

**6 Equalities and Diversity Implications**  
There are no equality and diversity implications.

**7 Risk Management Implications**  
None.

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**Sources/background papers:** None

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