



## OFFICER REPORT TO COUNCIL

17 March 2015

### Surrey Pay Policy Statement 2015 - 2016

#### KEY ISSUE/DECISION:

To approve a Pay Policy Statement for Publication on the Council's external website.

#### BACKGROUND:

- 1.1 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.
- 1.2 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.
- 1.3 A copy of the proposed Statement is appended (**Annexe 1**) for reference.
- 1.4 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

<b>RECOMMENDATION:</b>
------------------------

It is recommended that approval is sought to continue to implement the following recommendation:

The attached Pay Policy Statement to be published on Surrey County Council’s external website, as detailed above with effect from 1 April 2015.

-----  
**Lead / Contact Officer:** Carmel Millar, Director of People & Development

**Contact details:** 020 8541 9824

**Sources/background papers:** Attached Pay Policy Statement Annexe 1.