



OFFICER REPORT TO COUNCIL

AMENDMENT TO SURREY PAY POLICY STATEMENT 2015/2016

KEY ISSUE / DECISION:

The approval updated Pay Policy Statement for 2015-16.

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 17 March 2015 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.
2. All payments to staff are made in line with Council's Pay Policy Statement and People, Performance and Development Committee (PPD Committee) maintains control and monitoring of how the pay policy is implemented by officers. There is sometimes a business case to make an exception in the usual way the pay policy is applied; e.g. reviewing the pay levels of staff to take into account increased levels of responsibility, or awarding a starting salary above the bottom point of the pay band. These business cases are referred to as 'pay exceptions'.
3. All pay exceptions are decided by the PPD Committee. PPD Committee decides all pay exceptions for senior managers (grade 13 and above) at its regular meetings. Approval for decisions on pay exceptions for grades S12 and below is delegated by PPDC to the Director of People and Development and the relevant Head of Service.

RECENT DEVELOPMENTS

4. The Pay Policy Statement 2015-16 has been reviewed to:
 - (i) improve accessibility and clarity of the statement, and
 - (ii) review rules of delegation to expedite decisions on exceptional starting salaries for senior roles.
5. In a competitive market there is a need to respond more quickly during recruitment to secure staff than is permitted by taking decisions about pay exceptions at monthly PPD Committee meetings. An amendment to the Pay Policy Statement governance will allow a decision, where it is necessary to secure new staff, for the business case to be forwarded to the Director of People

and Development for challenge, review and decision in consultation with the Leader acting on behalf of PPD Committee. These decisions will be reported to the next PPD Committee for information and included as part of the regular monitoring reports.

6. PPD Committee is considering an amendment to the pay policy at its meeting on 27 November 2015 to expedite decisions on exceptional starting salaries for senior staff (grade S13 and above). The Chairman of PPD Committee will present this revision of the Pay Policy Statement. Following this meeting he will update Members on the decision at the Council meeting.
7. It is recognised that the discretion would only be exercised on an exceptional basis in order to expedite decisions. With regard to senior pay grades, Member oversight would continue. Council is therefore asked to consider the proposed amendment to the Pay Policy Statement that is set out below.

RECOMMENDATION:

8. That, following the update from the Chairman of PPDC, Council agree the revisions to the Surrey Pay Policy Statement 2015-16 (attached as Annex 1).

Lead / Contact Officer:

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Sources / Background papers:

Surrey County Council Pay Policy Statement 2015/2016