

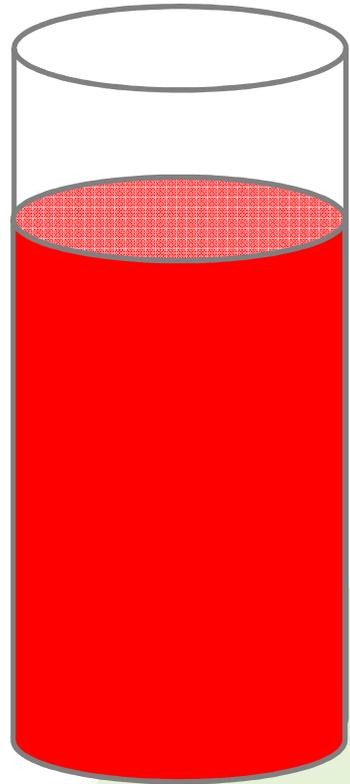


# Orbis Pay Strategy

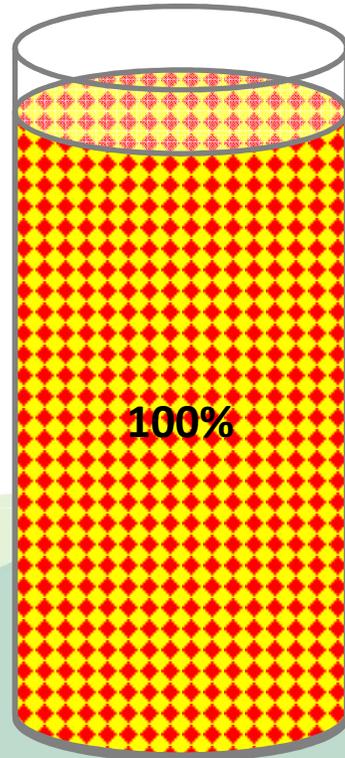
For East Sussex and Surrey County Councils  
with the inclusion of  
Brighton and Hove City Council



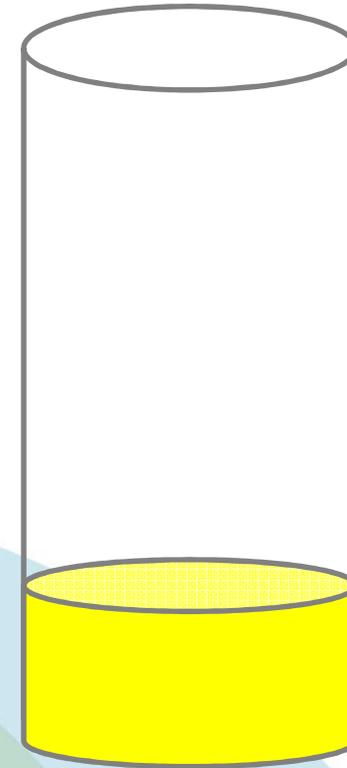
On 1<sup>st</sup> April 2017 each service created their integrated budget (as set out in the IAA)



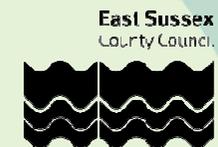
Surrey contributed  
70%



From 1<sup>st</sup> April 2017  
money has  
"no identity"

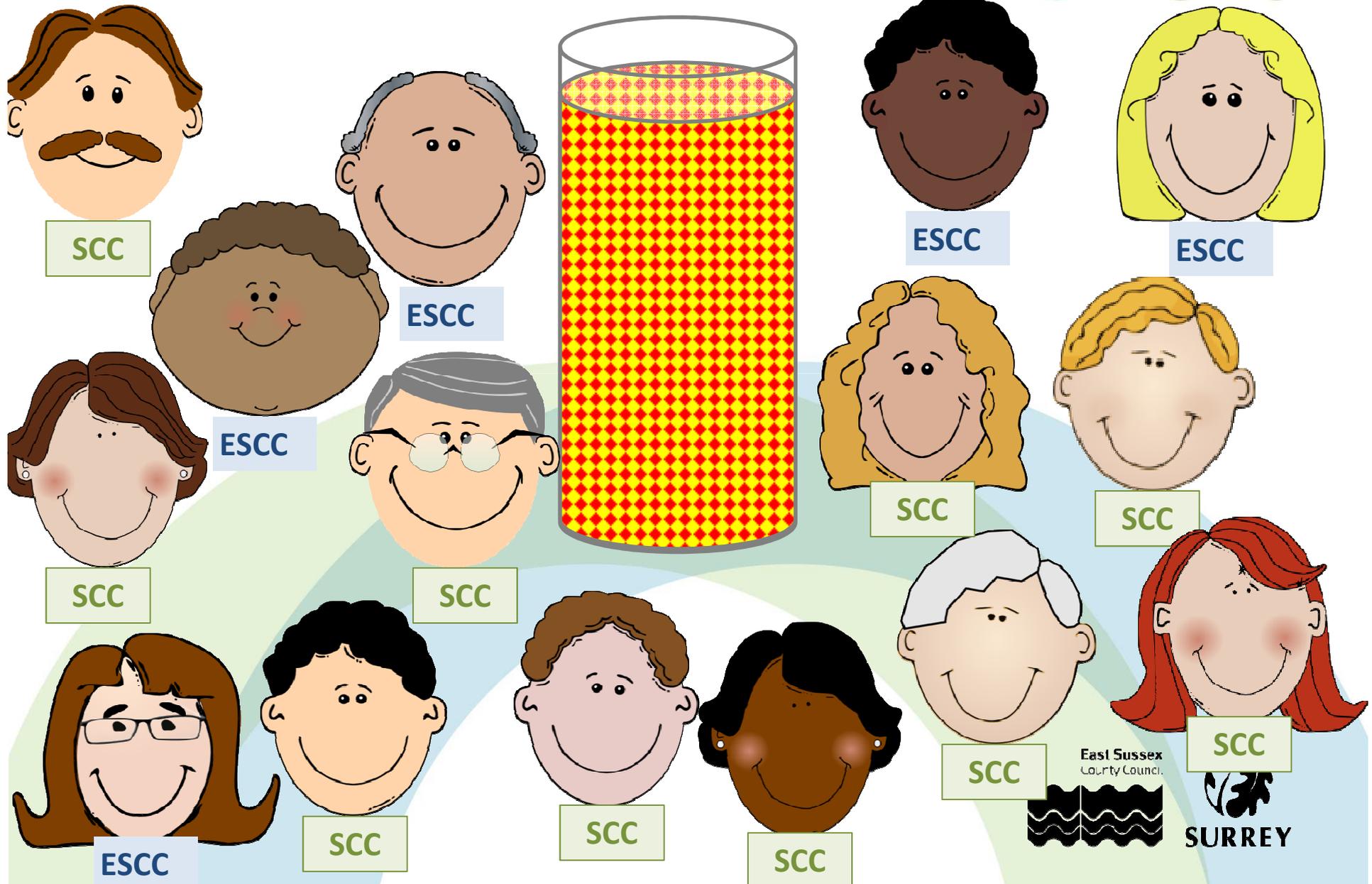


East Sussex contributed  
30%

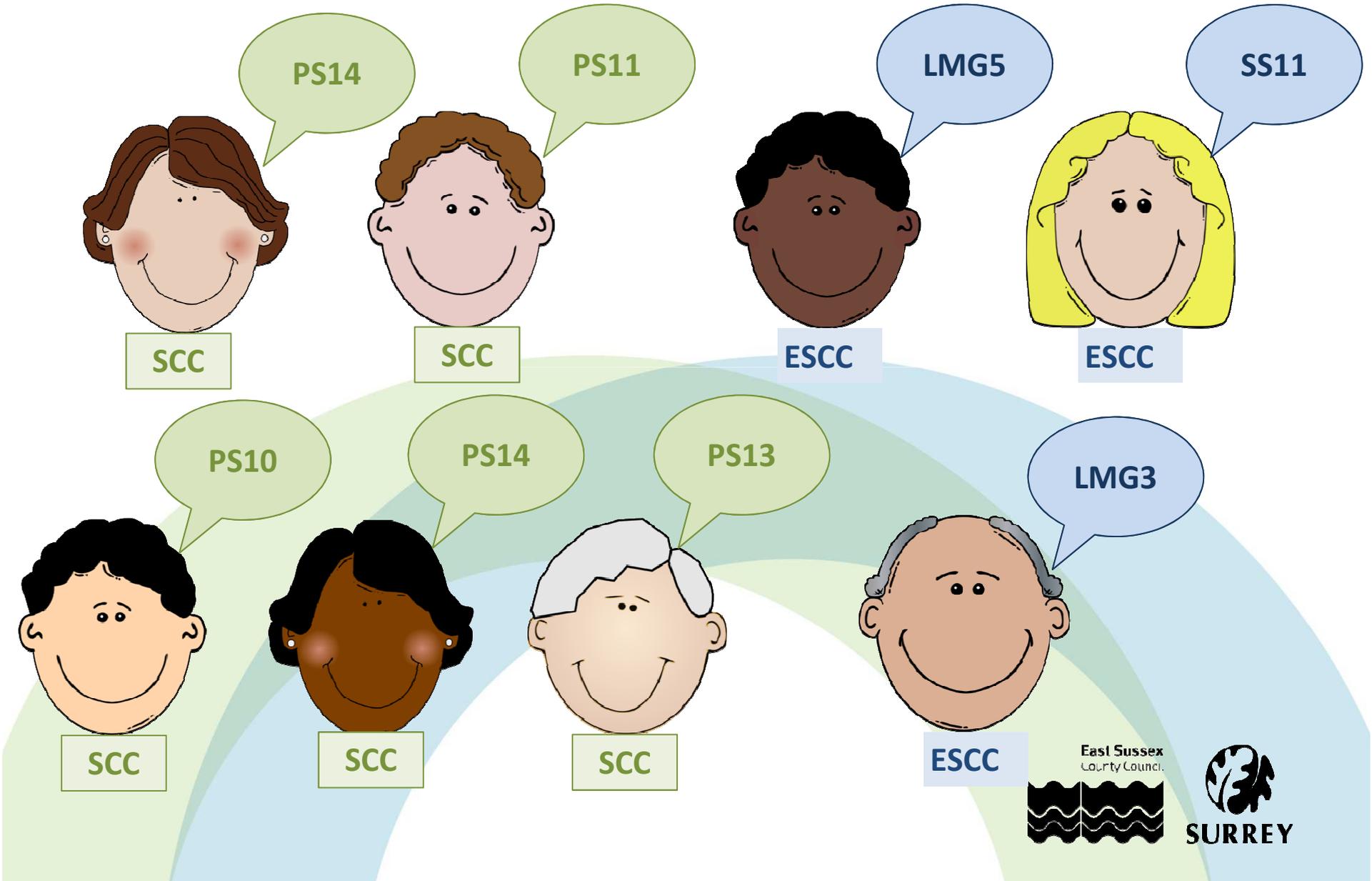


All employees are paid from the integrated budget regardless of Sovereign employer

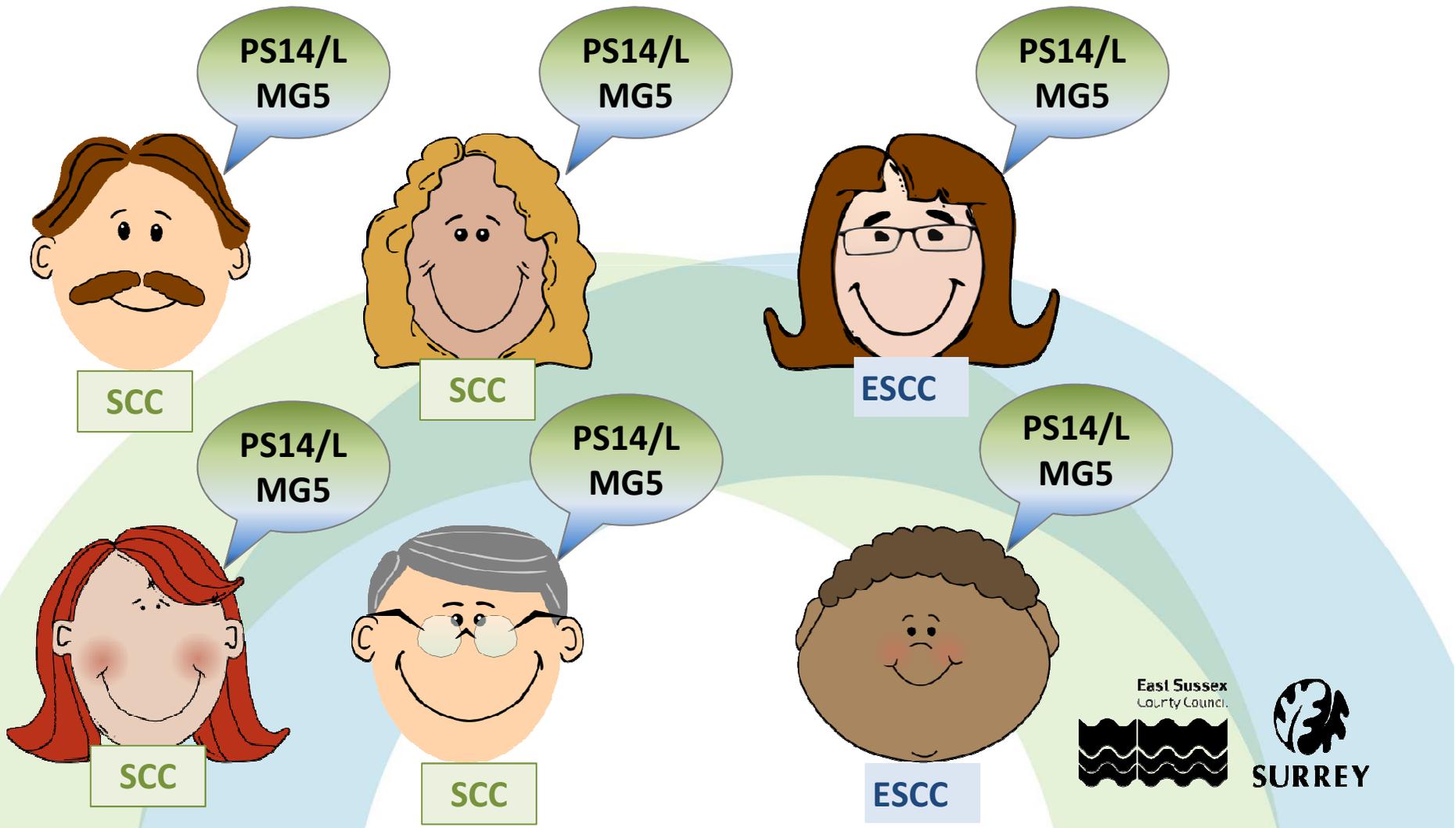
orbis



The majority of roles are paid in accordance with sovereign pay & grading arrangements



A small number of employees will be in “true partnership roles”. They will receive a “blended salary” but will remain employed by their sovereign employer



## What is a true partnership role?



- A. Contractually required to operate both in, and across, all Councils.
- B. Need to have an equal physical presence across all councils in order to create the necessary professional networks and to gain business intelligence and insight.
- C. Many roles will undertake work for all Councils. However, unless the role requires the regular physical presence in all locations, this will not be sufficient to meet the criteria for being a 'true partnership' role.

## What contractual mechanism will be in place for “True Partnership Roles”?



- A. Individuals appointed in true partnership roles will be employed by One Sovereign Organisation
- B. In case of internal appointment (already employed by one Orbis Partner) existing Employer will be retained
- C. In case of external appointment formal Employer will be decided on a case by case basis in agreement with OLT Member
- D. A “secondment agreement” capturing the arrangements (and legitimacy) related to their commitment to undertake work for the other Two Orbis Partners will be issued (by the Employer Organisation) and signed by all parties (Employer+2 seconded organisations+Employee)
- E. The arrangements will be reviewed (at least every 2 years)

# How to determine the grade/ pay band of True Partnership Roles?

First get the role profile/job description graded by all partner Organisations.



Brighton & Hove M5



East Sussex LMG5

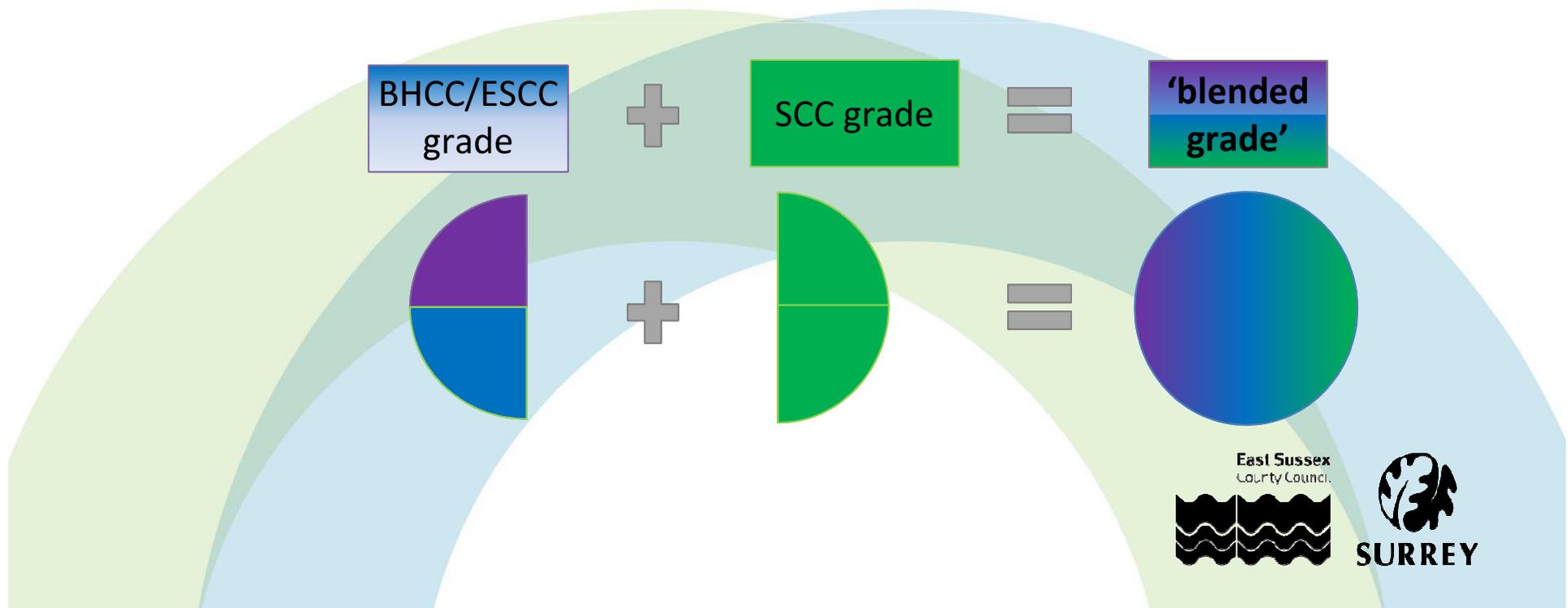


Surrey PS14

# How to determine the grade/ pay band of True Partnership Roles



To reflect the respective market conditions and maintain competitiveness, half of the role will be paid in accordance with the appropriate Surrey pay band/grade for the role and half of the role will be paid in accordance with the average pay band/grade for the role evaluated in BHCC and ESCC.



# Blended pay calculation



Blended pay means that the individual's pay is **calculated** by taking 50% of the relevant pay point from Surrey and 50% of the average relevant pay point from Brighton & Hove and East Sussex.

For example, let's assume that the relevant pay point in Surrey is £40,000, in Brighton & Hove is £20,000 and in East Sussex is £30,000

SCC £40,000 → 50% = **£20,000**

Average BHCC/ESCC £25,000 → 50% = **£12,500**

The blended pay would therefore be **£32,500** which will be paid from the integrated budget. It is important to note that the principle of no detriment\* will always apply when the blended pay is considered.

It is not necessary to attribute which amount each authority is contributing.

The capacity for progression that exists within each grade/pay band should be fully exhausted before market supplement are used.

\* No detriment → Where an individual is applying, or being considered, for a 'true partnership role' there will be no salary detriment in comparison to how their pay would be treated in their sovereign council.

