



People, Performance and Development Committee
27 October 2017

Surrey Pay Policy Statement 2017 - 2018

Purpose of the report:

The People, Performance and Development Committee is invited to recommend the revised Pay Policy Statement for 2017/18 to the next meeting of Full Council on 5 December 2017 for publication on the Council's external website.

The People, Performance and Development Committee is the Council's remuneration Committee and so this report has been brought for consideration by Members in accordance with the Scheme of Delegation.

Recommendations:

The People, Performance and Development Committee are asked to recommend publication of the Pay Policy Statement (Annex 1) to the next Surrey County Council Full Council meeting on 5 December 2017.

Introduction:

1. To comply with Section 38(1) of the Localism Act 2011 and related guidance under Section 40 provided by the Secretary of State, all local authorities are required to publish a Pay Policy Statement, approved through decision by Full Council with effective from 1 April each year. The Act also requires that the Statement is updated to reflect any changes during the pay year and approved by Full Council.
2. The main points that must be covered include:
 - The remuneration of chief officers;

- the responsibilities of Surrey County Council's (SCC) 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; and
 - 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.
3. For the following groups of staff the 2017 annual pay reviews are ongoing, the pay policy statement will be updated to reflect any changes on conclusion of these reviews and an amended pay policy statement will be brought to a future PPDC meeting.
- Schools based Surrey Pay staff
 - Surrey Arts Music Tutors
 - Surrey Adult Learning Tutors
4. A copy of the proposed Statement is attached as annex 1 for reference. Please note that this statement has been written as though it has already been agreed by Full Council.

Publication of the Pay Policy Statement

5. The Statement has been drafted to reflect the requirements of the Local Government Transparency Code 2014 as well as 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.
6. Ordinarily, the Pay Policy Statement would be published and updated in April each year. However, due to the protracted Surrey Pay negotiations this pay policy statement has been developed following the decision taken at the September PPDC meeting to impose the 2017 settlement for non-schools Surrey Pay staff as it has not been possible to reach a collective agreement with GMB and Unison this year.
7. 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); and
 - Statement of Accounts
- (ii) Additional documents available via the external website including:-
- Equal Pay Statement;

- Early Retirement and Severance Policy; and
- Reward Policy (to be updated).

8. If approved by Full Council, this Pay Policy Statement will then be published on Surrey County Council's external website.

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Annexes: Annex 1 – Surrey County Council Pay Policy Statement 2017 - 2018

Sources/background papers: None

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