



People, Performance and Development Committee
27 October 2017

Staff on the maximum of the non-school Surrey Pay bands

Purpose of the report:

At its meeting on 14 June 2017, the People, Performance and Development Committee asked to receive a report detailing the number of to Surrey Pay non-school staff who are on the maximum of their pay band who will therefore not receive a pay increase in the 2017/18 annual pay review.

Recommendations:

It is recommended that the People, Performance and Development Committee note that 465 staff are currently at the top of their pay band for grades PS7 and above, excluding grades PS12 and PS12SC, who will not receive a pay increase. Based on the total non-school Surrey Pay headcount of 8138 this equates to 5.7% of the workforce.

Introduction:

1. On the 25 July 2017 People, Performance and Development Committee members asked for a report detailing the number of non-schools Surrey Pay staff on the maximum of their band who would not receive a pay increase.

Staff on maximum of non-school Surrey Pay bands:

2. Table 1 below shows the number of staff on non-school Surrey Pay grades PS1/2-PS19 including social workers and occupational therapists who are on the career pay model which is denoted by letters "SC" after the grade name.
3. Table 1 shows that 465 staff are at the top of their pay band for grades PS7 and above, excluding grades PS12 and PS12SC, and will not receive an increase in pay. These maximum pay points are either in-line with or above the market pay rates and will therefore not be increased as part of the 2017/18 Surrey Pay settlement.

Table 1 Staff on Surrey Pay bands

Grade	Adult Social Care Services			Business Services			Chief Executive Office			Childrens Sch & Fam Service			Customer and Communities			Environment & Infrastructure			Legal, Demo & Cultural Service			Total
	Min	Max	<>	Min	Max	<>	Min	Max	<>	Min	Max	<>	Min	Max	<>	Min	Max	<>	Min	Max	<>	
PS1/2	1	4	10	1	6	3	0	0	0	210	216	753	0	0	0	4	2	10	46	9	39	1314
PS3	9	0	99	3	0	0	0	0	0	23	4	243	0	0	0	0	0	0	5	0	8	394
PS4	28	80	123	1	0	0	0	0	0	1	6	11	0	0	0	0	0	1	58	67	140	516
PS5	98	64	82	31	13	9	0	0	0	80	24	63	1	2	2	6	2	1	44	27	49	598
PS6	119	2	156	62	1	75	2	0	0	129	3	181	9	2	13	14	0	27	44	2	119	960
PS7	130	1	184	72	2	82	1	0	1	209	4	209	4	0	7	60	0	80	38	0	54	1138
PS8	34	0	33	56	2	67	8	0	4	135	4	144	4	0	9	40	0	64	31	0	38	673
PS8SC	15	0	0	0	0	0	0	0	0	61	1	0	0	0	0	0	0	0	0	0	0	77
PS9	1	7	21	12	27	81	1	2	6	8	44	84	3	11	27	8	22	79	3	6	29	482
PS9SC	119	0	16	0	0	0	0	0	0	75	39	66	0	0	0	0	0	0	0	0	0	315
PS10	4	8	20	19	14	89	2	1	5	18	19	76	3	4	4	7	19	25	4	1	22	364
PS10SC	106	1	8	0	0	0	0	0	0	26	67	45	0	0	0	0	0	0	0	0	0	253
PS11	10	8	10	16	19	68	2	4	4	24	12	35	0	2	2	18	15	34	4	10	14	311
PS11SC	70	9	29	0	0	0	0	0	0	23	66	49	0	0	0	0	0	0	0	0	0	246
PS12	1	1	7	5	8	38	1	4	1	6	4	21	1	1	2	3	6	14	6	5	4	139
PS12SC	15	2	5	0	0	0	0	0	0	3	18	9	0	0	0	0	0	0	0	0	0	52
PS13	6	0	39	5	6	41	0	2	4	5	5	31	0	1	5	2	5	20	1	2	4	184
PS14	3	0	4	5	2	16	0	0	5	2	0	6	0	1	0	0	0	9	0	0	2	55
PS15	2	1	8	3	1	9	0	0	1	1	7	9	0	0	1	2	0	2	1	0	0	48
PS16	0	0	0	0	0	3	0	0	2	2	0	1	0	0	0	0	0	2	0	0	1	11
PS17	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	4
PS18	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	3
PS19	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	773	188	854	292	101	582	17	13	33	1041	543	2036	26	24	72	164	71	370	285	129	524	8138

Key: **Min:** Minimum headcount,
Max: Maximum headcount,
<>: Headcount within the pay band range

4. Table 1 above shows the number of staff on the minimum and maximum pay points as well as where staff are within the pay band range. The grades where the maximum pay point is not increasing are highlighted in grey. These include grades PS7 and above, excluding grades PS12 and PS12SC.

Summary:

5. Based on the total non-school Surrey Pay headcount of 8138, 465 staff are currently on maximum of their pay band and would not receive a pay increase. This equates to 5.7% of the workforce.

Financial and value for money implications

6. None

Equalities and Diversity Implications

6. None

Risk Management Implications

7. None

Next steps:

8. None

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Sources/background papers:

- Report from the Data Operations department

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