



OFFICER REPORT TO COUNCIL

SURREY PAY POLICY STATEMENT 2017/2018

KEY ISSUE / DECISION:

The approval of a revised Pay Policy Statement for 2017/2018

BACKGROUND:

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 Statement is then 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. 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, but is subject to discussions at the meeting on 5 December 2017.

3. Governance

The People, Performance and Development Committee (PPDC) acts as the County Council's Remuneration Committee under delegated powers, in accordance with the constitution of the County Council. All Surrey Pay terms and conditions are determined by the PPDC, including the remuneration of Chief Officers.

RECENT DEVELOPMENTS

4. Ordinarily the Pay Policy Statement would be published and updated in April each year. However, due to the protracted nature of this year's annual Surrey Pay review, this pay policy statement has been developed following September's PPDC decision to implement the pay settlement for non-school based Surrey Pay staff in October 2017. This decision was taken as it has not been possible to reach a collective agreement for

the 2017/2018 Surrey Pay non-school's settlement with GMB and Unison.

5. Please note that the Surrey Pay salary ratio's detailed in the Pay Policy Statement, show the ratio between the highest and lowest paid. The ratio of 15:1 is within the guideline set out in the Hutton Report on Fair Pay, which states that no public sector executive should earn more than 20 times the salary of the lowest paid employee.
6. The Surrey Pay review for school's based Surrey Pay staff, Surrey Arts Tutors and Adult Community Learning Tutors is currently ongoing. The Pay Policy Statement will be updated early in the New Year once a decision on their pay settlement for 2017/2018 has been reached.
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 are available via the external website including:-
 - Equal Pay Statement;
 - Early Retirement and Severance Policy; and
 - Reward Policy (to be updated).
5. Once approved by Full Council, this Pay Policy Statement would then be published on Surrey County Council's external website.

RECOMMENDATION:

8. That Council agree the Pay Policy Statement for 2017 - 2018.

Lead / Contact Officer:

Ken Akers, Head of HR & Organisational Development.
Tel: 020 8541 8614

Sources / Background papers:

Surrey County Council Pay Policy Statement 2017/2018