



People, Performance and Development Committee
8 March 2018

Surrey Pay Policy Statement 2018 – 2019

Purpose of the report:

The People, Performance and Development Committee is invited to recommend the amendments to the Pay Policy Statement for 2018/19 to the next meeting of the County Council on 20 March 2018 for publication on the Council's external website.

Recommendations:

The People, Performance and Development Committee are asked to recommend publication of the amended Pay Policy Statement (**Annex 1** of the submitted report) to the next County Council meeting on 20 March 2018.

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. Please note that this statement has been written as though it has already been agreed by County Council.

Publication of the Pay Policy Statement
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4. 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.
5. The Pay Policy Statement should be published and updated in April each year. Details of the Surrey Pay rates have been removed from this statement and will be published separately on the council's public website. In addition the pay arrangements for centrally employed teachers have been added to the statement.
6. 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;
 - Surrey Pay multiple
 - Surrey Pay rates, and
 - Reward Policy.
7. Once approved by Full Council, this Pay Policy Statement will be published on Surrey County Council's external website.

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Annexes:

Annex 1 – Pay Policy Statement 2018/19

Sources/background papers: None