



People, Performance and Development Committee  
2 November 2023

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## Pay Policy Statement 2023-2024

### Purpose of the report:

The People, Performance and Development Committee is invited to recommend the Pay Policy Statement for 2023/2024 to the next meeting of the full Council on the 12 December 2023 for publication on the council's external website.

### Recommendations:

The People, Performance and Development Committee is asked to recommend publication of the Pay Policy Statement (Annex 1) to the next Surrey County Council full Council meeting on 12 December 2023.

### 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 effective from 1 April each year.
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; and
  - the Council's current policies on equal pay, redundancy, and severance.

3. Please note that this Statement has been updated following the Surrey Pay annual review for 2023/2024 and has been written as though it has already been agreed by full Council.

### Publication of the Pay Policy Statement

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 updated and published each year following a change to the council's reward strategy.
6. It is proposed that the Statement will include hyperlinks to:
- (i) Documents already published on the Council's website:
    - Councillors and committees (which sets out the role of the PPDC as the Council's remuneration committee).
    - Transparency data (which includes details relating to senior staff salaries); and
    - Statement of Accounts.
  - (ii) Additional documents available via the Council's website including:
    - Equal Pay Statement.
    - Early Retirement and Severance Policy,
    - Gender Pay Gap report; and
    - Surrey Pay scales.
7. Once approved by full Council, this Pay Policy Statement will be published on Surrey County Council's external website.

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**Report contact:** Shella Smith, Director of People and Change, Resources

**Contact details:** [shella.smith@surreycc.gov.uk](mailto:shella.smith@surreycc.gov.uk)

**Mobile:** 07977 662850