



People, Performance and Development Committee
9 September 2024

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Pay Policy Statement 2024-2025

Purpose of the report:

The People, Performance and Development Committee is invited to recommend the Pay Policy Statement for 2024/2025 to the next meeting of full Council on 8 October 2024 for publication on the Council's external website.

Recommendations:

The People, Performance and Development Committee (PPDC) is asked to recommend publication of the Pay Policy Statement (Annex 1) to the next Surrey County Council full Council meeting on 8 October 2024.

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. The Statement has been updated following the Surrey Pay annual review for 2024/2025 and has been written as though it has already been agreed by full Council.
4. The key changes outlined in the Pay Policy Statement reflect the outcome of the 2024/2025 pay negotiations with UNISON and GMB in respect of Surrey Pay and terms and conditions for schools and non-schools.
5. The inclusion of a Mutually Agreed Resignation Scheme (MARS) in Section 15 is also a new addition to the Statement in 2024/2025, following its approval by PPDC in January 2024. The scheme was launched as a pilot to Communications and Engagement, SFRS and the Emergency Management Team and subsequently to People and Change. In total 6 applications have been approved and there are 4 more underway in People and Change. The scheme is currently paused, and no further applications are being considered.
6. 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.
7. The Pay Policy Statement should be updated and published each year to reflect any changes to the Council's reward strategy.

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).
 - Statement of Accounts, which relates to senior staff salaries
- (ii) Additional documents available via the Council's website including:
 - Equalities Statement.
 - Gender Pay Gap report
 - Surrey Pay rates
 - Pay Multiple

Conclusions:

8. Financial and value for money implications

The cost of the 2024/2025 pay award balanced the economic context with the need for an affordable pay offer and meets SCC's desire to pay the National Living Wage for all staff.

9. Equalities and Diversity Implications

The pay award provides for a greater percentage pay increase in

respect of employees in in the lower pay groups where there is a high representation of female employees.

The bottom loading of pay increases over the past 2 years has been a major contributor to the reduction in the Councils Gender Pay Gap.

10. Risk Management Implications

The Pay Policy Statement is referred to the Committee to ensure there is appropriate probity and transparency applied to the Council's reward strategy.

Next steps:

Once approved by full Council on 8 October 2024, this Pay Policy Statement will be published on Surrey County Council's external website.

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Annex 1 – Pay Policy Statement 2024/2025

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