



People, Performance and Development Committee
7 April 2025

Pay Policy Statement 2025/26

Purpose of the report:

To recommend to the Committee a Pay Policy Statement for 2025/26, for approval by Full Council on 7 May 2025.

This report is being brought to the People, Performance and Development Committee under its delegated powers in accordance with Section 2, para 6.13(a) of the Constitution:

“Determine policy on pay, terms and conditions of employment of all staff.”

Recommendations:

It is recommended that:

1. The Committee approves the Pay Policy Statement for 2025/26 in Appendix 1 of this report and recommends its adoption by Full Council.
2. That the Director of People and Change, in consultation with the Chair of the Committee, be authorised to amend the Pay Policy Statement with updated pay scales and pay ratios, when the National Employers Pay agreement for 2025/26 is agreed and implemented as per the collective agreement between SCC and its recognised Trade Unions.

Introduction:

1. Local Authorities are required under section 38(1) of the Localism Act 2011 (the Act) to prepare a Pay Policy Statement. The Statement must articulate the Council’s policy towards the pay of the workforce, particularly senior staff and its lowest paid employees.
2. The Act sets out in detail the specific elements which the Pay Policy Statement must include as a minimum. It requires that in addition to the determination of

senior salaries, authorities must make clear what approach is taken to awarding other elements of pay including:

- Pay progression and annual review
 - Payments on Termination
 - Additional Payments (including acting up and recognition)
3. The Act requires that authorities include in their Pay Policy Statements their approach to the publication of and access to information relating to the remuneration of Chief Officers. Reference to the Council's Statement of Accounts where this information is published is included within the proposed Statement in Appendix 1.

Updates within the 2025/26 Pay Policy Statement

4. The Act requires that Pay Policy Statements are produced annually and are considered by Council. The Pay Policy Statement for 2025/26 is attached at Appendix 1. It has been updated as follows:
- Removal of section 8iii due to the outstanding Trading Standards staff on Buckinghamshire County Council terms and conditions transferring to Surrey Pay terms and conditions in August 2024.
 - The annual pay review effective date for Tutors in Surrey Arts and Surry Adult Learning has been amended to 1 April following collective agreement.
5. Following the annual local pay negotiations, the Council has agreed to mirror National Employers pay award for 2025/26 and has entered into a collective agreement with our recognised Trade Unions.
6. The National Pay negotiations are underway following the Trade Unions submitting their claim in January 2025. The regional consultation briefings conclude on 13 March 2025 and the National Employers meet on 24 March 2025 to discuss key themes from the briefings. They will reconvene on 22 April 2025 following private political discussions. It is anticipated an offer will follow.
7. The Pay Policy Statement will need to be updated once the National Employers pay negotiations are concluded and the pay award for 2025/26 is agreed.
8. Delegated authority is sought through this report for the Director of People and Change, in consultation with the Chair of this Committee, to update the Pay Policy Statement which will require changes to reflect the pay award in addition to amending the pay scales in Annex 1 of the statement.

Conclusions:

9. This report highlights key points regarding the status of the required Pay Policy Statement for 2025/26 and seeks approval for updates to be made over the coming year following the outcome of the National Pay negotiations.

Financial and value for money implications

10. There are no direct financial implications arising from the recommendations in this report.

Equalities and Diversity Implications

11. An Equality Impact Assessment (EIA) is not required for this report.

Risk Management Implications

12. There are no risk management implications arising from this report.

Legal Implications

13. The Council must prepare a Pay Policy Statement for each financial year to comply with Section 38 of the Localism Act. It is within the Terms of Reference of the PPDC to determine policy on pay.

Next steps:

Following approval of this report, the Pay Policy Statement will be submitted to Full Council at its meeting on 7 May 2025 and then published in accordance with the Localism Act 2011.

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Sources/background papers: [Localism Act 2011](#)

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