



**OFFICER REPORT TO COUNCIL
9 October 2018**

SURREY PAY POLICY STATEMENT 2018/2019

KEY ISSUE / DECISION:

The approval of a revised Pay Policy Statement for the period 2018/2019.

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 effect from 1 April each year. The Statement is then published on the Council's website. Should the Pay Policy Statement require amendment during the course of the financial year, for example to reflect changes in the authority's pay policy, the revised Statement needs to be approved by Full Council ahead of publication.
2. A copy of the updated Pay Policy Statement which reflects the 2018/2019 Surrey Pay settlement effective from 1 July 2018 is attached as Annex 1. For reference, please note that this has been written as though it has already been agreed by Full Council, but is subject to discussions at the meeting on 9 October 2018.
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.

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. This updated Pay Policy Statement was discussed at the September meeting of the People, Performance and Development Committee.
6. It is proposed that the Statement will include hyperlinks to documents already published on the councils website:
 - Councillors and committees (which sets out the role of the PPDC as the Council's remuneration committee);
 - Statement of Accounts;
 - Equal Pay Statement;
 - Gender Pay Gap report; and
 - Surrey Pay rates.
7. Once approved by Full Council, this Pay Policy Statement will be published on Surrey County Council's external website.

RECOMMENDATION:

8. That Council agree the updated Pay Policy Statement for 2018/2019.

Lead / Contact Officer:

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Sources / Background papers:

Surrey County Council Pay Policy Statement 2018/2019.