

## Report to Governance Committee

7 February 2022

### Pay Policy Statement 2022/23

## Report by Director of Human Resources & Organisational Development

Electoral divisions: All

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### Summary

The report sets out amendment to the Pay Policy for approval and recommendation to full Council before the end of March as required by law.

### Recommendation

That the proposed revisions to the Pay Policy Statement, as set out in Appendix 1, be endorsed for recommendation to the County Council.

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### Proposal

#### 1 Background and context

- 1.1 The Localism Act requires each local authority to produce a Pay Policy Statement (the 'statement') explaining its approach to the pay of its 'chief officers' and its 'lowest paid' employees and the relationship between the two. The statement has to be published and accessible to the public. The statement must be approved annually before 31 March each year prior to the financial year to which it relates.

#### 2 Proposal details

- 2.1 Appendix 1 to this report, the Pay Policy Statement 2022/23, sets out the pay determination arrangements for staff. The proposed changes to the Pay Policy Statement since last year are summarised below. The changes are highlighted in italic and strike-through text in the Appendix:
  - (a) Paragraph 4.3: Paragraphs 4.3 and 4.4 (now deleted) set out the operational process for how pay is determined for SMG2-3 posts and SMG4 posts respectively. The process is fundamentally the same for all SMG posts and the arrangements are now set out in a single paragraph.
  - (b) Paragraph 6.3 (deleted) and paragraph 6.4: The amended wording reflects a change in arrangements so that the same decision-making process applies to all SMG2-4 roles.
- 2.2 The pay multiples between the highest paid salary and the median earnings and between the highest paid salary and the lowest paid staff are shown in

Appendix 2. With effect from 6 January 2020 the County Council's Chief Executive has also been the Chief Executive of East Sussex County Council with the two roles being carried out together and salary costs shared equally between authorities. With these arrangements in place the highest paid salary in the County Council is not for the post of Chief Executive, as was the case prior to 2019/20. The reference figure used for the pay multiples as at 31 March 2021 is that of the highest paid West Sussex County Council employee.

### **3 Other options considered (and reasons for not proposing)**

3.1 Not applicable.

### **4 Consultation, engagement and advice**

4.1 Not applicable.

### **5 Finance**

5.1 There are no financial implications arising from the proposed amendments to the Pay Policy Statement.

5.2 The pay policy will enable members and residents to understand the County Council's approach to pay and reward and the value for money this provides.

### **6 Risk implications and mitigations**

<b>Risk</b>	<b>Mitigating Action (in place or planned)</b>
The County Council does not meet the requirements of the Localism Act.	Endorsement of the Pay Policy Statement for the recommendation of County Council. Publication of the Pay Policy Statement once approved by the County Council.

### **7 Policy alignment and compliance**

7.1 The County Council is required to have in place a Pay Policy Statement approved annually by the County Council.

#### **Sue Evans**

Interim Director of Human Resources and Organisational Development

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#### **Appendices**

Appendix 1: Pay Policy Statement

Appendix 2: Pay multiples

#### **Background papers:**

None