

Report to Governance Committee

February 2023

Pay Policy Statement 2023/24

Report by: Director of Human Resources & Organisational Development

Electoral division(s): all

Summary

The report explains the purpose of the Pay Policy Statement and says that no changes are proposed from the previous version. It invites the committee to endorse the statement and recommend it to full Council for approval before the end of March as required by law.

Recommendations

- (1) That the Pay Policy Statement which is set out in Appendix 1, be recommended to the County Council for approval.
-

Proposal

1 Background and context

- 1.1 The Localism Act 2011 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. There are no proposed changes to the Pay Policy Statement since last year.
- 2.2 The pay multiples between the highest paid employee and the median employee earnings and between the highest paid employee and the lowest paid employee 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 2022 is that of the highest paid West Sussex County Council employee.

3 Other options considered (and reasons for not proposing)

- 3.1 There have been no matters identified for inclusion by way of changes to the statement and so no other options have been considered.

4 Consultation, engagement and advice

- 4.1 There is regular engagement with services and with the Executive Leadership Team by HR advisers in order to monitor the effectiveness of pay and reward arrangements. These have not identified any need to consider or propose changes to the statement on pay policy.

5 Finance

- 5.1 There are no financial implications arising from the Pay Policy Statement. It proposes no changes to current arrangements.
- 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

Risk	Mitigating Action (in place or planned)
Non-compliance with legal requirements.	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.

Gavin Wright

Director of Human Resources and Organisational Development

Contact Officer: Colin Chadwick, Head of HR Specialist Services, 0330 2223283, colin.chadwick@westsussex.gov.uk

Appendices

Appendix 1: Pay Policy Statement

Appendix 2: Pay multiples

Background papers

None