

---

## **Governance Committee: Pay Policy Statement 2023/24**

### **Background and context**

- 1** The Localism Act 2011 requires each local authority to produce a Pay Policy 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.

### **Proposal details**

- 2** **Appendix 1** to this report, the Pay Policy Statement 2023/24, sets out the pay determination arrangements for staff. There are no proposed changes to the Pay Policy Statement since last year.
- 3** 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**.

### **Recommended**

That the Pay Policy Statement, as set out in Appendix 1, be approved.

### **Pete Bradbury**

Chairman of the Governance Committee

**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