

Report to: Governance Committee

11 March 2024

Pay Policy Statement 2024/25

Report by: Director of Human Resources and Organisational Development

Electoral divisions: N/A

Summary

The report sets out 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.

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 must 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 2024/25, sets out the pay determination arrangements for staff.

2.2 There are no material changes in the pay arrangements outlined in the Pay Policy Statement since last year. The change in wording, highlighted in marked text in Appendix 1, are to provide clarity regarding the arrangements relating to the Chief Executive. It is anticipated that the Pay Policy Statement for 2024/25 will need to cover arrangements where the Chief Executive is directly employed by the County Council and the current arrangements where the Chief Executive is also the Chief Executive of East Sussex County Council.

2.3 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. 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 of 31 March 2023 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 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

Risk	Mitigating Action (in place or planned)
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.

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Appendices

Appendix 1: Pay Policy Statement

Appendix 2: Pay multiples

Background papers

None