
Governance Committee: Pay Policy Statement 2024/25

Background and context

- 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. It must be approved annually before 31 March prior to the financial year to which it relates.

Proposal details

- 2** **Appendix 1** to this report, the Pay Policy Statement 2024/25, sets out the pay arrangements for staff.
- 3** There are no material changes in the arrangements outlined in the Pay Policy Statement since last year. The changes in wording, highlighted in Appendix 1, are to provide clarity regarding the arrangements relating to the Chief Executive. The Pay Policy Statement for 2024/25 needs to cover arrangements for part of the year where the Chief Executive is directly employed by the County Council as the current arrangements refer to the role being shared with East Sussex County Council.
- 4** 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**. Since 6 January 2020 the County Council's Chief Executive has also been the Chief Executive of East Sussex County Council with the salary costs shared equally. The highest paid salary in the County Council is not that of the Chief Executive. The reference figure for the pay multiples as of 31 March 2023 is that of the highest paid West Sussex County Council employee.

Recommended

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

Pete Bradbury

Chairman of Governance Committee

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Appendices

- Appendix 1: Pay Policy Statement
- Appendix 2: Pay multiples

Background papers

None