

Report to Governance Committee

10 March 2025

Pay Policy Statement 2025/26

Report by Director of Human Resources and Organisational Development

Electoral divisions: N/A

Summary

This paper sets out the recommended Pay Policy for the year 2025/26 and details the pay multiples for the year ending 31 March 2024.

Recommendations

That the Pay Policy Statement, as set out in Appendix 1, be endorsed for recommendation to full 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. It must be approved annually before 31 March prior to the financial year to which it relates.

2 Proposal details

2.1 **Appendix 1** to this report, the Pay Policy Statement 2025/26, sets out the pay arrangements for staff.

2.2 Changes in the arrangements outlined in the Pay Policy Statement since last year relate to the appointment of a permanent Chief Executive, directly employed by West 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**. The salary of the highest paid employee is used for the purposes of the pay multiples. From 6 January 2020 to 23 June 2024, the County Council's Chief Executive was also the Chief Executive of East Sussex County Council with salary costs shared equally between authorities. Consequently, during this period, the highest paid salary in the County Council was not for the post of Chief Executive. In June 2024, a Chief Executive was appointed to a permanent contract role, and this

appointment will be reflected in the figures reported next year (for 31 March 2025).

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