
Pay Policy Statement 2021/22

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 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 2020/21, sets out the pay determination arrangements for staff. Only minor changes to the Pay Policy Statement are proposed since it was last amended in June 2020 and these are summarised below. The changes are highlighted in italic and strike-through text in Appendix 1:
 - (a) Throughout the document references to Human Resources and Organisational Change have been changed to Human Resources and Organisational Development to reflect a change in the name of the department.
 - (b) Paragraph 6.2: Text amendment to clarify that the Chief Executive is an employee of East Sussex County Council.
 - (c) Paragraph 6.3: Text updated to reflect the next date a pay review is due for employees on SMG grades at tiers 2 and 3 and a change in wording to provide flexibility in how performance is assessed should the appraisal scheme change.
 - (d) Paragraph 10.1 and 11.1: text had originally been amended to reflect the requirements of the Public Sector Exit Pay Regulations 2020 (covering the implications of a limit of £95,000 on severance payments). Since the meeting of the Governance Committee, the Government has announced that those Regulations are to be rescinded but it is not yet known what will replace them. Authority is therefore sought for the Director of Law and Assurance and the Director of Human Resources and Organisational Development to settle the text for this part of the Policy in consultation with the Chairman, to meet the requirements of the new rules once published. A future report for confirmation of any change will be taken to the next available meeting of the Governance Committee.
- 3 The pay multiples between the highest paid salary and the median earnings and between the highest paid salary and the lowest paid staff are **set out at Appendix 2**. With effect from 6 January 2020 the County Council's Chief Executive is also the Chief Executive of East Sussex County Council with the two roles being carried out together and salary costs shared. With these arrangements in place the highest paid salary in the County Council is not for the post of Chief Executive, as has been the case in previous years. The reference figure used for the pay multiples as at 31 March 2020 is that of the highest paid West Sussex County Council employee.

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- 4 In accordance with the requirements of the Public Sector Exit Pay Regulations 2020 the approval of the County Council is required in any case where it is proposed that a request to relax the cap on exit payments be sought. In any such case a meeting of the Council shall be called. This may need to be an extraordinary meeting should the Chairman be in agreement. It may also be necessary for the meeting to consider the exclusion of press and public if this is required to comply with personal data obligations or as may otherwise be advised in any particular case. The Council will be provided with a report to explain the basis for the approval being sought.

Recommended

- (1) That the proposed revisions to the Pay Policy Statement, as set out in Appendix 1, be approved; and
- (2) That authority be given to the Directors of Law and Assurance and of HR and Organisational Development, in consultation with the Chairman, to finalise the wording of paragraphs 10.1 and 11.1 once the revised Regulations on any public sector pay cap have been published'.

Janet Duncton

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