
Governance Committee: Pay Policy Statement 2025/26

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** The Pay Policy Statement 2025/26, **attached at Appendix 1**, sets out the pay arrangements for staff.
- 3** 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.
- 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 **set out 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).

Recommended

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

Pieter Montyn

Chairman of Governance Committee

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Appendices

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

Background papers

None