

Surrey Heath Borough Council
Employment Committee
14 July 2022

Pay Policy Statement

Strategic Director/Head of Service	Louise Livingston
Report Author:	Julie Simmonds – HR Manager
Key Decision:	no
Wards Affected:	n/a

Summary and purpose

This report provides the Employment Committee with a revised Pay Policy statement for 22/23 for publication on Surrey Heath Borough Council website as required for Transparency as per Government Guidelines.

Recommendation

The Employment Committee is advised to RECOMMEND to Full Council that the Council's Pay Policy Statement 2022/23, as attached at Annex A, be agreed

1. Background and Supporting Information

- 1.1 This Pay Policy Statement is provided in accordance with Section 38(1) of the Localism Act 2011.
- 1.2 The Council is required to update this on an annual basis and the requirement is for it to be adopted by the Employment Committee and Full Council.
- 1.3 The Policy Pay Statement 2022/23 is attached at Annex A.

2. Reasons for Recommendation

- 2.1 There is a requirement for publication of a Pay Policy Statement on Surrey Heath Borough Council website.

3. Proposal and Alternative Options

- 3.1 There are no options for the Employment Committee to consider as the Council is required to publish its Pay Policy Statement as detailed in the Localism Act 2011.

4. Contribution to the Council's Five Year Strategy

4.1 n/a

5. Resource Implications

5.1 There are no additional resource implications arising from this report.

6. Section 151 Officer Comments:

6.1 This Pay Policy Statement was presented to Corporate Management Team on 31st May 2022 for comment and contents were noted. No comment was raised by the S151 Officer.

7. Legal and Governance Issues

7.1 This meets the requirement of the Localism Act 2011

8. Monitoring Officer Comments:

8.1 This Pay Policy Statement was presented to Corporate Management Team on 31st May 2022 for comment and contents were noted. No comment was raised by the Monitoring Officer.

9. Other Considerations and Impacts

Environment and Climate Change

9.1 No direct impacts.

Equalities and Human Rights

9.2 It is for transparency this document is published.

Risk Management

9.3 n/a

Community Engagement

9.4 Not applicable.

Annexes

Annex A – Pay Policy Statement 22/23

Annex B – SHBC Payscales

Background Papers

n/a