

**Surrey Heath Borough Council**  
**Employment Committee**  
**26 January 2023**

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**Pay Policy Statement**

**Head of Service:** Sally Kipping – Head of HR, Performance & Communications  
**Report Author:** Julie Simmonds – HR Manager  
**Key Decision:** no  
**Wards Affected:** n/a

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**Summary and purpose**

This report provides the Employment Committee with a revised Pay Policy Statement for 2022/24 for publication on Surrey Heath Borough Council website as required for Transparency as per Government Guidelines. The revised Statement was reviewed by the Joint Staff Consultative Group on 12 January 2023.

**Recommendation**

The Employment Committee is advised to RECOMMEND to Full Council that the Council's Pay Policy Statement at attached at Annex A be adopted.

**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 2022/24 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 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 20<sup>th</sup> December 2022 for comment and contents were noted. No comment received from S151 Officer.

#### **7. Legal and Governance Issues**

7.1 This meets the requirement of the Localism

#### **8. Monitoring Officer Comments:**

8.1 This Pay Policy Statement was presented to Corporate Management Team on 20<sup>th</sup> December 2022 for comment and contents were noted. No comment was received from 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 22/24

## **Background Papers**

n/a