

Runnymede Borough Council

Pay Policy Statement – 2024/25

1. Purpose

This Pay Policy statement is the annual statement for the financial year 2024/25 as required by the Localism Act (2011). The purpose of this statement is to provide transparency about how Runnymede Borough Council uses public funds to pay staff.

This statement sets out the remuneration of Chief Officers, the remuneration for the lowest paid employees, and the relationship between the remuneration of Runnymede’s Chief Officers and other employees. The information includes headings which have been prescribed by the Localism Act and related guidance.

2. Definitions

For the purposes of this Pay Policy Statement, the following definitions will apply:-

2.1. Posts included as Chief Officers

The following Posts are included within the definition of Chief Officers:-

- a) The Head of the Paid Service designated under Section 4(1)of the Local Government and Housing Act (1989)

This is the Chief Executive

- b) The Monitoring Officer designated under Section 5(1) of that Act.

This the Corporate Head of Law and Governance

- c) A statutory Chief Officer mentioned in Section 2(6) of that Act

This is the Assistant Chief Executive and Section 151 Officer

- d) Non-statutory Chief Officers mentioned in Section 2(7) of that Act. Non-statutory Chief Officers are those people for whom the Head of Paid Service is directly responsible (excluding those whose duties are secretarial, clerical or otherwise in the nature of support services).

These post/s sit on the Senior Leadership Team which is designed not only to give them an input into the management of the authority but also to improve corporate collaboration between Heads of Service and encourage cross service working. Relevant posts reporting directly to the Chief Executive are:

Assistant Chief Executive (Place)
Corporate Head of HR & OD

In addition, there are 3 posts which report to him which are part of the Chief Executive's office but are not Corporate Heads. These are: -

Head of External Projects
Head of Business Planning, Projects and Performance
Head of Public Relations and Marketing

- e) Deputy Chief Officers are mentioned in Section 2 (8) of that Act. Under the definition within the Act, these are defined as posts reporting directly to any of the statutory or non-statutory Chief Officers listed above (excluding those whose duties are secretarial, clerical or otherwise in the nature of support services). Clearly the definition used in the Localism Act has the practical effect of categorising a number of roles 'technically' as Deputy COs in Councils with flatter management structures which would not normally be classed as Deputy Chief Officers in organisational terms in a local authority.

Consequently, you will see in paragraph f) a number of roles at RBC which in practice are professional, middle management or team leader roles.

- f) Based on the definition within the Localism Act these 'deputy' posts are listed below: -

Reporting to the Assistant Chief Executive and Section 151 Officer

Corporate Head of Finance
Corporate Head of Customer, Collection Services & Digital Services
Corporate Head of Assets & Regeneration

Reporting to the Corporate Head of Law and Governance

Deputy Corporate Head of Law and Governance
Head of Democratic Services
Head of Electoral Services
Local Land Charges Manager
Information Governance Officer
Data Protection Officer

Reporting to the Assistant Chief Executive for Place

Corporate Head of Planning, Economy and Built Environment
Corporate Head of Environment
Corporate Head of Housing
Corporate Head of Community Services

Reporting to the Corporate Head of HR & OD

Senior HR Business Partner
HR Business Partners (2)
Recruitment and Retention Manager
Policy and Projects Officer

2.2. Pay

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In addition to salary, remuneration includes fees, allowances, benefits in kind and termination payments.

2.3. Lowest Paid Employees

Refers to those staff employed on the lowest grade on the Council's Pay Scales who are under 25. On 1st April 2016, the National Living Wage was introduced for staff aged 25 and over.

The National Living Wage will increase from £10.42 per hour to £11.44 per hour from 1st April 2024. This increase means that the minimum salary on the pay structure needs to increase from £20,707 to £22,071p.a. for staff aged 23 or over. As a consequence of the increases to the National Living Wage, the lower end of the pay structure will be re-modelled. The impact of the increase to the National Living Wage on 1st April will be to move 45 salaried employees and 34 casual employees to this new rate.

2.4. Employees who are not a Chief Officer

Refers to all staff who are not covered under the 'Chief Officer' group above including the lowest paid employees.

3.0. Pay Framework

3.1. General Approach

Remuneration at all levels needs to be adequate to recruit, retain and develop a skilled and flexible workforce to deliver services to the community and fulfil the Council's business objectives. Remuneration must be fair and reasonable in the circumstances and not excessive. Each Council has responsibility for balancing these factors in the light of the unique challenges locally and retaining flexibility to deal with circumstances that might apply. Pay arrangements must comply with UK legislation. Salary payments for individual post-holders are pro-rated where they are employed for less than full time hours. Salary payments are pensionable payments except where specified in the pension regulations.

The current labour market is competitive with skill shortages in some occupational areas therefore we need to retain competitiveness in terms of pay and benefits and use market supplements as required. We are exploring other avenues to remain competitive at present.

3.2. Responsibilities for decisions on remuneration

Decisions on pay are made in accordance with Runnymede's Scheme of Delegation and in accordance with employment policies, procedures and arrangements in place and staff terms and conditions of employment. Where necessary, market supplements are paid for difficult to fill roles.

The Chief Executive and Corporate Heads can approve changes to grading and establishment within the overall salary budget for their area. Where proposals for changes cannot be contained within budget, committee approval is required. Approval

for any change to salary range for Corporate Leadership team posts must be approved by Corporate Management Committee. The Corporate Leadership Team currently comprises of the Chief Executive, the Assistant Chief Executive and Section 151 Officer and the Corporate Head of Law & Governance who is also the Council's Monitoring Officer and the Assistant Chief Executive (Place). Runnymede's annual cost of living pay awards (normally effective from 1st July each year) are approved by the Corporate Management Committee.

3.3. Salary Grades, grading framework and progression through the grades

Grades are determined by taking into account of the full scope of the job including the complexity of the work, range of responsibilities and the skills and experience required to undertake them, having regard to the need for equal pay for work of equal value. Each grade consists of a pay range within the Runnymede salary scale, except where a single point salary is appropriate (e.g. where the post is for a temporary period.) Employees progress through the salary grade by incremental progression until the maximum of the grade is reached. An increment can be withheld if the post holder is under formal disciplinary or capability proceedings. Accelerated progression within the grade can be agreed in exceptional circumstances. The top of the salary range is considered to be the rate of pay for a fully experienced, qualified and competent post-holder.

Pay Policy is important in shaping the culture of an organisation. Runnymede Borough Council continues to be committed to shaping a fair, inclusive and forward-thinking environment for our staff. This will form part of ongoing work to rationalise our pay structures and review our terms and conditions to ensure we become an 'employer of choice'.

3.4. New Starters joining the Council

The Council's normal policy is to appoint at the bottom of the salary scale, or at an appropriate point, taking into account relevant skills and experience, the candidate's current salary and the market situation. Staff will normally then progress through the scales to the maximum of the grade over a period of years as experience is gained. New staff may be eligible to claim relocation expenses if they meet the criteria set.

3.5. Allowances and Additional Payments

Additional payments may be approved in the case of a member of staff undertaking additional duties outside the normal responsibilities of their post. Examples of situations where additional payments may be made include covering for the duties of a vacant post at a higher grade; undertaking additional work in relation to a time-limited project; where staff are required to undertake emergency standby duties, or in other circumstances where there are additional duties, responsibilities, complexity or working hours and it is not appropriate to otherwise change the grade of the post.

Car allowances may be payable where staff are required to provide or use their own vehicle for Council business.

3.6. Pay Awards

Cost of Living pay awards are considered annually for staff and, where agreed, apply to all staff. Runnymede pay awards are agreed by the Corporate Management Committee

taking account of rate of inflation, affordability and local factors, including local recruitment market movement. Any pay award is agreed as part of the budget setting process. There is no link to national pay awards.

3.7. Pension Scheme

All Runnymede staff are eligible to join the Local Government Pension Scheme with employee contributions tiered according to salary band, ranging from 5.5% for the lowest paid staff to 12.5% for pensionable pay above £170,101k. Runnymede does not have any posts at this top rate.

The Council's pension contribution rate as an employer is 17.6%. Employer contribution rates are reviewed every 3 years following a revaluation of the pension fund and pension liabilities in relation to current and past members.

3.8. Policy on Employing someone who has taken redundancy from another authority

An individual who has been made redundant from another council may apply to work at Runnymede and would be considered against the criteria for the post. Runnymede complies with the provisions of the Redundancy Payments (Continuity of Employment in Local Government etc. (Modifications) orders in this matter. If an individual accepts an offer of employment with Runnymede before the end of their employment with another council to take effect within 4 weeks of leaving, then they will not be due a redundancy payment from the previous employer and will retain continuity of service. If the gap is longer than 4 weeks their continuous service is broken, which means that they would have no eligibility for redundancy payments until they have 2 years' further service.

3.9. Policy on Employing someone who is also drawing a pension

In line with the Local Government Pensions Scheme regulations, Runnymede has a Flexible Retirement policy and will consider requests from staff who wish to draw their pension and continue working in a reduced capacity. Requests will only be agreed where it is in the Council's interests to do so.

An individual who is drawing a pension in relation to a previous employment may apply to work for Runnymede but would be considered against the criteria for the post. If they are appointed, the salary will be in accordance with the grade for the job, with abatement of their pension subject to the rules of the appropriate pension scheme.

3.10. Policy on increase in or enhancement to pension entitlements

Runnymede's policy on Pensions discretions was agreed by the Corporate Management Committee in February 2019 and applies to all staff including Chief Officers.

3.11. Election Fees

These are paid separately for additional duties and responsibilities. All expenditure properly incurred by a Returning Officer in relation to the holding of elections is to be

paid by the Council in accordance with the Surrey Fees and Charges Order agreed annually. Any expenses paid must not exceed this scale. Elections payments for local elections are solely the responsibility of the Returning Officer and not the Council. The role of the Returning Officer is separate from his/her duties as a local government officer and is directly accountable to the courts as an independent statutory office holder. Fees properly incurred are reimbursed at national elections from central Government. The Chief Executive currently acts as Returning Officer for parliamentary elections for the Runnymede and Weybridge constituency and Returning Officer for local elections.

3.12. Payment Arrangements

All employees are paid through Payroll and are subject to appropriate income tax and national insurance deductions.

4.0. Level and Elements of Remuneration for Chief Officers

Runnymede policy is to pay 'Chief Officers' according to the Runnymede salary grade appropriate for the duties and responsibilities of the job, or a single point salary if appropriate, (e.g. for a temporary appointment).

There are two main salary ranges applying to the Corporate Head tiers: -

HOS 1 - £79,791 - £87,444

HOS 2 - £71,048 - £79,791

These staff were appointed to spot points within the range so there is no incremental progression within the range except at the discretion of the Chief Executive. Instead, these staff may be awarded up to 2% PRP after their annual appraisal subject to a suitable level of performance in the role. The cost of living pay awards given on 1st July each year apply to these staff as to all staff.

Four posts are on enhanced salary ranges, i.e. the Corporate Head of Assets & Regeneration, (due to market reasons), the Corporate Head of Customer, Collection & Digital Services (because this role is so substantial in scope), the Corporate Head of Planning, Economy and Built Environment (due to market reasons and breadth of post) and the Corporate Head of Law & Governance (who receives some financial recognition for being the Council's Monitoring Officer). The pay range and maximum salary of the two Assistant Chief Executive roles is included in the table below.

The current full-time salary ranges for Chief Officer and Deputy Chief Officer posts (as defined under the Localism Act) are set out in the table below. Where posts are filled on a part-time basis the post-holders are paid pro-rata to their contractual hours. The top 4 roles listed form the Corporate Leadership Team.

Post	Bottom of Salary range	Top of Salary range
Chief Executive	£127,288	£142,156

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Assistant Chief Executive and Section 151 Officer	£97,000	£110,313
Assistant Chief Executive (Place)	£97,000	£107,000
Corporate Head of Law & Governance (& Monitoring Officer) – Enhanced HOS1	£79,791	£91,087 (+ £9766)
Deputy Corporate Head of Law and Governance	£63,576	£70,580
Head of Democratic Services	£47,956	£55,617 (+£2,500 supplement)
Head of Electoral Services	£47,956	£55,617 (+ £5,000 MS)
Local Land Charges Manager	£35,508	£39,424
Information Governance Officer	£35,508	£47,956
Data Protection Officer (p/t)	£25,922	£30,063
Corporate Head of Finance	£79,791	£87,444
Head of Customer Services, Collection & Digital Services (Enhanced HOS1)	£79,791	£91,087 (+2,632)
Corporate Head of Assets & Regeneration (Enhanced HOS1)	£79,791	£91,087 (+12,352)
Corporate Head of Housing (Enhanced HOS1) Vacant	£79,791	£91,087
Head of Housing Services and Business Planning	£70,580	£79,227
Head of Housing Technical Services	N/A	68,862 (+£9,000 MS)
Corporate Head of Community Services	£79,791	£87,444
Deputy Head of Community Services	£55,617	£63,576
Home Independence Manager	£47,956	£55,617
Safer Runnymede Manager	£63,576	£70,580
Operations Manager (RBC)	£39,424	£55,617
Operations Manager (Surrey Heath)	£47,802 (SPEC)	-
Corporate Head of Environmental Services (HOS1)	£79,791	£87,444
DSO Manager	£63,576	£70,580
Principal Engineer	£47,956	£55,617
Principal EHO (x2)	£47,956	£55,617
Green Spaces Manager	£47,956	£55,617
Development Manager	£47,956	£63,576
Building Control Manager (Employed by SHBC)	£55,617	£63,576
Technical Administration Manager	£35,508	£39,424
Corporate Head of Planning, Economy & Built Environment (Enhanced HOS1)	£79,791	£91,087
Planning Policy & Climate Change Manager (p/t)	£60,088	£67,450
Corporate Head of HR & OD (HOS2)	£71,048	£79,791
Senior HR Business Partner	£39,424	£55,617
HR Business Partners (x2)	£35,508	£47,956
Recruitment and Retention Manager	£35,508	£39,424 (+£500 MS)

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4.1. Other Pay Elements

In addition, Runnymede Chief Officers can claim for attendance at Council or other meetings outside of normal working hours and for business mileage.

Election fees are paid separately for additional duties and responsibilities performed at election times. The Chief Executive acts as Returning Officer for the Runnymede and Weybridge constituency and for local elections. Other Chief Officers may receive payments for any additional work during a national or local election as deputy returning officers, presiding officers or poll clerks at polling stations or for working at the election counts.

4.2. Remuneration of Chief Officers on recruitment

Starting salaries are normally at the bottom of the salary scale or at an appropriate point taking into account relevant skills and experience.

New appointments may be eligible for removal expenses and/or payments under the mortgage/rent equalisation policy.

4.3. Increases and additions to remuneration for each Chief Officer

The pay award for 2022/23 for all staff was 2%. The cost of living pay award for 2024/25 is the subject of a separate report to Corporate Management Committee. This will be scheduled once the negotiations have concluded with UNISON. In previous years the cost of living pay increase has been provided for under the budget setting process and implemented on 1st July each year.

4.4. Performance Related pay for Chief Officers

As a consequence of 'A Council – Fit for the Future' report, a non-consolidated PRP payment was potentially possible each year for Corporate Heads. In exceptional circumstances only, additional payments may be agreed for additional duties or responsibilities undertaken or for acting up.

4.5. Bonuses for Chief Officers

There are no bonuses available for Chief Officers.

4.6. The approach to the payment of Chief Officers on ceasing to be employed by the authority.

Runnymede's discretionary compensation policy was agreed by the Corporate Management Committee on 3rd March 2011 and sets out the approach for payments in the event of termination on the grounds of redundancy and efficiency of the service. There is a consistent method of calculating redundancy pay which is applied to all redundant employees, including chief officers, with the level of redundancy pay calculated using the statutory matrix with a multiplier of 1.5 and actual weekly earnings. The payment is intended to recompense employees for the loss of their livelihood and provide financial support whilst they seek alternative employment elsewhere and applies when a post has been deleted.

In the case of termination on efficiency grounds, payments would depend on the circumstances of the case up to the statutory maximum of 104 weeks. Any proposed terms of compensation with a net cost to the Authority will be determined by the Corporate Management Committee taking into account the relevant circumstances of the case. Any severance payment over £50k will be considered by the full Council.

4.7. Appointments at the most senior level

Runnymede has three permanent posts with a salary over £100k per annum – the Chief Executive, the Assistant Chief Executive/Section 151 Officer and the Assistant Chief Executive (Place). In line with the Council's Standing Orders, appointments at Chief Executive level are made by an Appointments Committee of Council Members appointed by the Corporate Management Committee. The Appointments Committee consider and agree the terms and conditions of the post, including the salary level. The Full Council must approve the appointment of an Officer designated as the Head of Paid Service (currently the Chief Executive) and the s151 officer (currently the Assistant Chief Executive) prior to an appointment being made.

5.0. The Remuneration of the Lowest paid employees

The lowest paid employees in the Council are on the minimum point of Scale 4. (This excludes one employee on an apprenticeship rate.) The permanent staff on the minimum of Scale 4 are employees who were formerly on Grade 3 which ceased to exist due to its erosion by the National Living Wage increases. A separate report on pay issues to be considered by CMC in March 2024 proposes a remodelling of the lower end of the pay structure to address this issue.

6.0. The Relationship between the lowest and highest paid staff

The ratio between the lowest and the highest paid salary is 1: 6.568

7.0. The relationship between the highest paid employee and employees who are not chief officers

The ratio between the mean average earnings across the organisation and the pay of the highest paid employee currently employed is 1:4.449 a small reduction from last year which was 1:4.865. The ratio between the median earnings across the organisation and the pay of the highest paid employee is 1:4.717, a small reduction from last year which was 1:4.936.

8.0. The publication and access to information relating to remuneration of Chief Officers

The Annual Pay Policy Statement will be published on the Runnymede Borough Council website where it can be easily accessed by taxpayers and external organisations.