

Surrey Pay

Formal Offer for Pay Award 2024/25



Scope

This offer is made in respect of staff on Surrey Pay Terms and Conditions of Service and who are subject to Surrey Pay rates of pay and any pay awards.

As previously agreed, staff are out of scope for this review where separate pay arrangements are in place. This includes staff who are subject to the following national terms and conditions of service:

- School Teachers Pay & Conditions Document & Conditions of Service for School Teachers in England & Wales (“Burgundy Book”)
- Soulbury Committee Terms & Conditions of Service
- National Joint Council for Local Authority Fire and Rescue Services.
- Joint Negotiating Committee for Youth & Community Workers
- Joint Negotiating Committee for Coroners

Principles of the Offer

- A tapering pay award giving higher % increases to lower paid employees with a capped cash uplift at PS11 and above.
- Meeting the Real Living Wage of £12 per hour.
- Increasing annual leave for longer serving employees to reward loyalty.
- The pay award will be consolidated.
- The Chief Executive has asked to be excluded from the pay offer.

Details

Pay Increase

A percentage increase for Surrey Pay grades PS1/2 to PS10 and a capped cash amount from PS11 and above as follows:

| Grade | Increase |
|--------------|-----------------|
| PS1/2 | 9% |
| PS3 | 6% |
| PS4 | 6% |
| PS5 & PS6 | 4.5% |
| PS7 -10 inc | 4% |
| PS11 – PS18 | £2000 |

The lowest hourly rate of pay will be £12.04, higher than both the Real Living Wage and Statutory National Living Wage.

Grade Shortening

To enable headroom between PS1/2 and PS3, the minimum point at PS3 will be deleted meaning it will now be a spot salary grade. The remaining pay point in PS3 will be increased by 6% order maintain a worthwhile pay differential arising from the PS1/2 increase.

Annual leave increase

An increase of one annual leave day for those staff that have 5 or more years of continuous Local Government service. This will come into effect from 1st January 2025.

Background

Cost of Living & Affordability

This year's pay offer is being made in the context of a number of challenging factors, the cost of living challenges and the ongoing financial constraints and pressures on Local Government.

Inflation has continued to fall, and the consumer price index (CPI) stands at 3.9% as at the end of November 2023. Therefore, the offer exceeds the current CPI rate for staff graded at PS6 and below.

This year's pay offer is being made in the context of two highly challenging factors; the continued high inflation environment, meaning staff pay does not go as far as it used to and the ongoing financial constraints and pressures on Local Government. The Council is operating in an extremely challenging financial context, with an overspend forecast in the current financial year and significant funding uncertainty into the medium term. The budget provision in the coming year is 4%, adding significant costs to the council's budgeted pay bill. As a result of cost pressures rising faster than funding increases, the council needs to identify efficiencies in how it delivers services in order to balance the budget position.

The offer again prioritises our lowest paid staff, in line with the council's overarching principal that no-one should be left behind. The offer also continues our commitment to continue meeting the Real Living Wage. This year the offer caps pay increases at £2000pa for roles at PS11 and above. This means that a greater increase can be offered for lower paid staff but maintaining an increase for more senior staff where retention and recruitment can be a challenge.

The Council believes that this is a strong offer and has the following benefits:

- The offer is simple and easy to understand and implement.
- The offer provides for a greater percentage increase for lower earners who are inevitably struggling most with the costs of living increases, hence the graduated nature of the pay uplift.
- The offer exceeds both the Statutory and Real Living Wage
- The offer rewards the loyalty of longer serving staff.

Other Issues

The claim in respect of increases to the AHMP allowance is under consideration but it can be confirmed that an offer to increase the allowance will be made in the next few weeks.

Implementation

Subject to the outcome of negotiations and consultative ballots with union members, the proposal would go to the Council's People, Performance & Development Committee for final approval. It is hoped that this will be completed to process in time for by April's pay. However, should this not be the case, it will be necessary to increase pay for staff graded at PS1/2 and PS3 (lowest point) to £11.44 per hour to comply with National Minimum Wage legislation until the pay award is agreed and paid.



Surrey Pay Scales 2024/2025

Surrey Pay

Applies to all schools and non-schools based Surrey Pay staff.

Table 1: Job Family Pay Scales – effective from 1 April 2024

| | | 1 April 2024 - 31 March 2025 | | | | | |
|----------------------|----------------------|------------------------------|---------|---------|---------|---------|----------|
| Pay Model | Grade Name | Pay Scale | | | | | |
| | | Point 1 | Point 2 | Point 3 | Point 4 | Point 5 | Point 6 |
| Job Family Pay Model | PS1/2 | £22,599 | | - | - | - | - |
| | PS3 | £22,007 | £22,545 | £23,083 | - | - | - |
| | PS4 | £23,393 | £23,824 | £24,263 | £24,711 | £25,168 | £25,645 |
| | PS5 | £25,624 | £26,101 | £26,586 | £27,081 | £27,587 | £28,096 |
| | PS6 | £28,616 | £29,152 | £29,699 | £30,258 | £30,826 | £31,400 |
| | PS7 | £31,909 | £32,512 | £33,126 | £33,753 | £34,010 | £34,654 |
| | PS8 | £35,049 | £35,730 | £36,425 | £37,134 | £37,858 | £38,585 |
| | PS9 | £39,525 | £40,296 | £41,082 | £41,884 | £42,702 | £43,735 |
| | PS10 | £44,804 | £45,680 | £46,574 | £47,485 | £48,416 | £49,588 |
| | PS11 | £50,849 | £52,047 | £53,275 | £54,533 | £55,823 | £57,125 |
| | PS12 | £58,479 | £59,868 | £61,291 | £62,750 | £64,245 | £65,755 |
| | PS13 | £67,169 | £68,774 | £70,420 | £72,108 | £73,836 | £75,583 |
| | PS14 | £77,399 | £79,260 | £81,168 | £83,123 | £85,129 | £87,153 |
| | Leadership Pay Model | PS15 | £87,561 | | | | |
| PS16 | | £98,432 | | | | | £121,552 |
| PS17 | | £121,553 | | | | | £145,464 |
| PS18 | | £145,465 | | | | | £174,157 |
| CEX | | £223,822 | | | | | £248,017 |

Career Pay Grades

Table 2: Social Wellbeing – effective from 1 April 2024

| Social Wellbeing – 1 April 2024 to 31 March 2025 | | | | |
|--|------------------|------------|-----------|---------|
| Job Family | Pay Model | Grade Name | Pay Point | Salary |
| Social Wellbeing | Career Pay Model | PS8SC | N/A | £36,817 |
| | | PS9SC | Point 1 | £40,296 |
| | | | Point 2 | £40,929 |
| | | | Point 3 | £42,331 |
| | | | Point 4 | £43,735 |
| | | PS10SC | Point 1 | £45,680 |
| | | | Point 2 | £46,399 |
| | | | Point 3 | £47,994 |
| | | | Point 4 | £49,588 |
| | | PS11SC | Point 1 | £52,047 |
| | | | Point 2 | £52,942 |
| | | | Point 3 | £55,034 |
| | | | Point 4 | £57,125 |
| | | PS12SC | Point 1 | £59,868 |
| | | | Point 2 | £60,033 |
| | | | Point 3 | £62,458 |
| | | | Point 4 | £65,755 |

Table 3: Finance CIPFA Trainee Scheme – effective from 1 April 2024

| Finance CIPFA Trainee Scheme – 1 April 2024 - 31 March 2025 | | | | |
|---|----------------------|------------|-----------|---------|
| Job Family | Pay Model | Grade Name | Pay Point | Salary |
| Finance Trainee | Career Pay Model | PS7F | Point 1 | £32,512 |
| | | PS8F | Point 1 | £35,730 |
| | | PS9 | Point 1 | £39,525 |
| | Point 2 | | £40,296 | |
| | Point 3 | | £41,082 | |
| | Point 4 | | £41,884 | |
| | Point 5 | | £42,702 | |
| | Job Family Pay Model | Point 6 | £43,735 | |

Table 4: Community protection, Transport and Environment – effective from 1 April 2024

| Scheme 1: PS5HT - PS7* | | | | |
|-------------------------------|-----------------------|-------|---------|---------|
| Job Family | Pay Model | Grade | Point | Salary |
| Regulation and Technical | CT&E Career Pay Model | PS5HT | Point 1 | £26,101 |
| | | | Point 2 | £26,861 |
| | | PS6HT | Point 1 | £29,152 |
| | | | Point 2 | £30,008 |
| | Job Family Pay Model | PS7 | Point 1 | £31,909 |
| | | | Point 2 | £32,512 |
| | | | Point 3 | £33,126 |
| | | | Point 4 | £33,753 |
| | | | Point 5 | £34,010 |
| | | | Point 6 | £34,654 |

| Scheme 2: PS6HT – PS8* | | | | |
|-------------------------------|-----------------------|-------|---------|---------|
| Job Family | Pay Model | Grade | Point | Salary |
| Regulation and Technical | CT&E Career Pay Model | PS6HT | Point 1 | £29,152 |
| | | | Point 2 | £30,008 |
| | | PS7HT | Point 1 | £32,512 |
| | | | Point 2 | £33,472 |
| | Job Family Pay Model | PS8 | Point 1 | £35,049 |
| | | | Point 2 | £35,730 |
| | | | Point 3 | £36,425 |
| | | | Point 4 | £37,134 |
| | | | Point 5 | £37,858 |
| | | | Point 6 | £38,585 |

| Scheme 3 PS7HT - PS9* | | | | |
|------------------------------|-----------------------|-------|---------|---------|
| Job Family | Pay Model | Grade | Point | Salary |
| Regulation and Technical | CT&E Career Pay Model | PS7HT | Point 1 | £32,512 |
| | | | Point 2 | £33,472 |
| | | PS8HT | Point 1 | £35,730 |
| | | | Point 2 | £36,817 |
| | Job Family Pay Model | PS9 | Point 1 | £39,525 |
| | | | Point 2 | £40,296 |
| | | | Point 3 | £41,082 |
| | | | Point 4 | £41,884 |
| | | | Point 5 | £42,702 |
| | | | Point 6 | £43,735 |

*Applies to staff on the CT&E Professional Development Programme (PDP)

Table 5: Lawyers Career Scheme – effective from 1 April 2024

| Job Family | Pay Model | Grade Name | Pay Point | Salary |
|-------------------|------------------|------------|-----------|---------|
| Business Function | Career Pay Model | PS10L | Point 1 | £45,680 |
| | | | Point 2 | £47,485 |
| | | PS11L | Point 1 | £52,047 |
| | | | Point 2 | £54,533 |
| | | | Point 3 | £57,125 |

Table 6: Twelve 15 Education Catering - effective from 1 April 2024

To be added

Table 7: Political Assistants – effective from 1 April 2024

| Grade | Pay Scale | | | | | |
|---------|-----------|---------|---------|---------|---------|---------|
| | Point 1 | Point 2 | Point 3 | Point 4 | Point 5 | Point 6 |
| PS9(PA) | £39,525 | £40,296 | £41,082 | £41,884 | £42,702 | £43,735 |

Table 8: Planning Officers – effective from 1 April 2024

| Job Family | Pay Model | Grade | Pay Point | Salary |
|------------------------|----------------------|-------|-----------|---------|
| Regulation & Technical | Career Pay Model | PS7PG | Point 1 | £32,512 |
| | | | Point 2 | £33,753 |
| | | PS8PG | Point 1 | £35,730 |
| | | | Point 2 | £37,134 |
| | Job family pay model | PS9 | Point 1 | £39,525 |
| | | | Point 2 | £40,296 |
| | | | Point 3 | £41,082 |
| | | | Point 4 | £41,884 |
| | | | Point 5 | £42,702 |
| | | | Point 6 | £43,735 |

Table 11: Apprenticeship and internship pay rates – effective from 1 April 2024

| Apprenticeship | Apprenticeship Level | Year | Annual Salary |
|---------------------------|----------------------|--------|---------------|
| Intermediate and Advanced | 2 | Year 1 | £22,599 |
| | | Year 2 | £23,083 |
| | 3 | Year 1 | £22,599 |
| | | Year 2 | £23,083 |
| Higher | 4+ | Year 1 | £23,083 |
| | | Year 2 | £23,083 |
| Internship | N/A | N/A | £23,083 |