

## **Surrey Pay**

### **Formal Offer for Pay Award 2022/23**



## **Scope**

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

As previously agreed, staff, where separate pay arrangements are in place are out of scope for this review. 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

## **The Offer**

For staff graded PS1/2 – An increase of £1400pa

For staff graded PS3– PS7 inclusive: An increase of £1300pa on all pay points

For staff graded PS8-PS14 inclusive: An increase of £900pa on all pay points

For staff graded PS15 and above: No increase

These figures are in respect of full-time salaries. Part time employees would receive a pro rata increase based upon their Full Time Equivalent.

All increases to be paid effective from 1<sup>st</sup> April 2022.

## **Rationale**

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 adds 3% to the overall paybill which is 1% higher than budgeted. This is in recognition of both the increased cost of living and the fact that our staff have had to

continue to work under difficult conditions during the pandemic and yet continue to provide excellent services.

- The offer is targeted at lower earners who are inevitably struggling most with the costs of living increases; hence the graduated nature of the pay uplift. Furthermore a cash increase benefits lower paid workers more than a percentage uplift
- Details of the impact of the offer are appended but to illustrate, under this offer an employee graded PS1/2 would see a pay increase of 7.85%. An employee graded at PS7 (at the bottom of the grade) would see a pay increase of 4.5%, and at PS10; 2.2%.
- The minimum wage for SCC pay employees would be £10.24 per hour. This is 34p per hour above the current UK Living Wage Foundation suggested minimum for outside London
- The Council and Trades Unions will meet once the UK Living Wage Foundation's recommendations for the 2022/23 Voluntary National Living Wage are known with a view to looking positively at these recommendations and if they can be reasonably met .

### **Other Issues**

Over the next 2 years, both parties will work together and undertake meaningful and constructive negotiations on wider pay and reward reform.

These would include consideration of

- A reduction in working week
- Annual leave and support for carers
- Review of grading structures and career progression
- Pay allowances including agile working and working from home
- Pay inconsistencies
- Business mileage rates and the green agenda

With a view to having a competitive, transparent and fair pay and reward scheme in place by 1<sup>st</sup> April 2024.

<b>Grade</b>	<b>Current PS1/2</b>	<b>Proposed PS1/2</b>	<b>Current PS3</b>	<b>Proposed PS3</b>	<b>Current PS4</b>	<b>Proposed PS4</b>	<b>Current PS5</b>	<b>Proposed PS5</b>	<b>Current PS6</b>	<b>Proposed PS6</b>	<b>Current PS7</b>	<b>Proposed PS7</b>
Min	£ 17,833	£ 19,233	£ 18,017	£ 19,317	£ 19,422	£20,722	£21,943	£ 23,243	£ 24,780	£26,080	£ 27,991	£ 29,291
Max	n/a		£ 18,957	£ 20,257	£ 21,416	£22,716	£24,184	£25,484	£ 27,317	£28,617	£ 30,510	£ 31,810
% Increase		7.85%		6.9%		6.5%		5.7%		5.1%		4.5%
<b>Grade</b>	<b>Current PS8</b>	<b>Proposed PS8</b>	<b>Current PS9</b>	<b>Proposed PS9</b>	<b>Current PS10</b>	<b>Proposed PS10</b>	<b>Current PS11</b>	<b>Proposed PS11</b>	<b>Current PS12</b>	<b>Proposed PS12</b>	<b>Current PS13</b>	<b>Proposed PS13</b>
Min	£ 31,273	£ 32,173	£ 35,382	£ 36,282	£ 40,227	£41,127	£45,734	£ 46,634	£ 53,018	£ 53,918	£ 61,643	£ 62,543
Max	£ 34,519	£ 35,419	£ 39,426	£ 40,326	£ 44,619	£45,519	£51,725	£ 52,625	£ 59,964	£60,864	£ 69,514	£ 70,414
% increase		2.8%		2.5%		2.2%		1.9%		1.7%		1.4%
<b>Grade</b>	<b>Current PS14</b>	<b>Proposed PS14</b>										
Min	£ 71,252	£ 72,152										
Max	£ 80,586	£ 81,486										
% increase		1.3%										

**Note: % increases shown are for the minimum of each grade**