

Surrey Pay

Collective Disputes Procedure – Final Determination

Revised and Final Offer for Pay Award 2024/25



Background

Following the disputes hearing on 9 April 2024, this offer represents the determination of the People Performance & Development Committee in accordance with Stage 3 of the Collective Disputes Procedure and therefore represents the end of the internal collective bargaining and disputes process. As such this is the final offer in respect of the Surrey Award for 2024/25. The revised offer has been made as a consequence of negotiations with trades unions

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.. The revised offer giving a flat rate increase of £1800pa on all pay points from PS3- PS6 inclusive.
- Meeting the Real Living Wage of £12 per hour.
- Increasing annual leave for longer serving employees to reward loyalty.
- Increasing sick pay entitlement for employees from day one with the Council

Details

Pay Increase

An increase for Surrey Pay grades as follows:

Grade	Increase
PS1/2	9%
PS3 – PS6 inc	£1800
PS7 -10 inc	4%
PS11 – PS18 inc	£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.

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 1 January 2025. For staff who receive their annual leave entitlement as holiday pay they would receive a corresponding increase to their pay to take account of the additional day's leave.

Sick Pay Increase

An increase in sick pay entitlement for employees from the current maximum of up to 3 months full pay and 3 months half pay to 6 months full pay and 6 months half pay effective from their first day of service. It should be noted that this is significantly better than the current NJC entitlement whereby employees would not receive this entitlement until they had completed 5 years' service.

Context

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 3.4% as at the end of February 2024. Therefore, the offer exceeds the current CPI rate for staff graded at PS11 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.

This offer now exceeds that provision and again prioritises our lowest paid staff, It recognises the impact of the cost of living challenges on these employees and is 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.
- The offer provides improved financial security for employees should they ever have a serious medical condition

Implementation

Subject to the outcome of consultations with union members it is hoped that a collective agreement can be reached to enable staff to receive the pay increase with backdating in June 2024.



Note: There are no changes to grades PS1/2 and PS7-18 Inclusive in this offer

	2023 Salary	Original offer increase	Original offer revised salary	Original offer % Increase	Revised Offer Increase	Revised offer salary	Revised Offer Hourly rate	Revised Offer % increase
PS1/2	£ 20,733	£ 1,866	£ 22,599	9.0%	£ 1,866	£ 22,599	£ 12.04	9.0%
PS3								
	Deleted Point							
	£ 21,776	£ 1,307	£ 23,083	6.0%	£ 1,800	£ 23,576	£ 12.56	8.3%
PS4								
	£ 22,475	£ 1,348	£ 23,823	6.0%	£ 1,800	£ 24,275	£ 12.93	8.0%
	£ 22,890	£ 1,373	£ 24,263	6.0%	£ 1,800	£ 24,690	£ 13.15	7.9%
	£ 23,312	£ 1,399	£ 24,710	6.0%	£ 1,800	£ 25,112	£ 13.38	7.7%
	£ 23,743	£ 1,425	£ 25,168	6.0%	£ 1,800	£ 25,543	£ 13.61	7.6%
	£ 24,193	£ 1,452	£ 25,644	6.0%	£ 1,800	£ 25,993	£ 13.85	7.4%
PS5								
	£ 24,977	£ 1,124	£ 26,101	4.5%	£ 1,800	£ 26,777	£ 14.27	7.2%
	£ 25,441	£ 1,145	£ 26,586	4.5%	£ 1,800	£ 27,241	£ 14.51	7.1%
	£ 25,915	£ 1,166	£ 27,081	4.5%	£ 1,800	£ 27,715	£ 14.77	6.9%
	£ 26,399	£ 1,188	£ 27,587	4.5%	£ 1,800	£ 28,199	£ 15.02	6.8%
	£ 26,886	£ 1,210	£ 28,095	4.5%	£ 1,800	£ 28,686	£ 15.28	6.7%
PS6								
	£ 27,897	£ 1,255	£ 29,153	4.5%	£ 1,800	£ 29,697	£ 15.82	6.5%
	£ 28,420	£ 1,279	£ 29,699	4.5%	£ 1,800	£ 30,220	£ 16.10	6.3%
	£ 28,955	£ 1,303	£ 30,258	4.5%	£ 1,800	£ 30,755	£ 16.38	6.2%
	£ 29,499	£ 1,327	£ 30,826	4.5%	£ 1,800	£ 31,299	£ 16.67	6.1%
	£ 30,048	£ 1,352	£ 31,400	4.5%	£ 1,800	£ 31,848	£ 16.97	6.0%

Proposed 24/25 Pay Scales – January 2024

PS7							
	£ 31,262			4.0%	£ 1,250	£ 32,512	
	£ 31,852			4.0%	£ 1,274	£ 33,126	
	£ 32,455			4.0%	£ 1,298	£ 33,753	
	£ 32,702			4.0%	£ 1,308	£ 34,010	
	£ 33,321			4.0%	£ 1,333	£ 34,654	
PS8							
	£ 34,356			4.0%	£ 1,374	£ 35,730	
	£ 35,024			4.0%	£ 1,401	£ 36,425	
	£ 35,706			4.0%	£ 1,428	£ 37,134	
	£ 36,402			4.0%	£ 1,456	£ 37,858	
	£ 37,101			4.0%	£ 1,484	£ 38,585	
PS9							
	£ 38,746			4.0%	£ 1,550	£ 40,296	
	£ 39,502			4.0%	£ 1,580	£ 41,082	
	£ 40,273			4.0%	£ 1,611	£ 41,884	
	£ 41,060			4.0%	£ 1,642	£ 42,702	
	£ 42,053			4.0%	£ 1,682	£ 43,735	
PS10							
	£ 43,923			4.0%	£ 1,757	£ 45,680	
	£ 44,783			4.0%	£ 1,791	£ 46,574	
	£ 45,659			4.0%	£ 1,826	£ 47,486	
	£ 46,554			4.0%	£ 1,862	£ 48,416	
	£ 47,681			4.0%	£ 1,907	£ 49,588	
PS11							
	£ 50,047			4.0%	£ 2,000	£ 52,047	
	£ 51,275			3.9%	£ 2,000	£ 53,275	
	£ 52,533			3.8%	£ 2,000	£ 54,533	
	£ 53,823			3.7%	£ 2,000	£ 55,823	
	£ 55,125			3.6%	£ 2,000	£ 57,125	
PS12							
	£ 57,868			3.5%	£ 2,000	£ 59,868	

Proposed 24/25 Pay Scales – January 2024

	£ 59,291			3.4%	£ 2,000	£ 61,291		
	£ 60,750			3.3%	£ 2,000	£ 62,750		
	£ 62,245			3.2%	£ 2,000	£ 64,245		
	£ 63,755			3.1%	£ 2,000	£ 65,755		
PS13								
	£ 66,774			3.0%	£ 2,000	£ 68,774		
	£ 68,420			2.9%	£ 2,000	£ 70,420		
	£ 70,108			2.9%	£ 2,000	£ 72,108		
	£ 71,836			2.8%	£ 2,000	£ 73,836		
	£ 73,583			2.7%	£ 2,000	£ 75,583		
PS14								
	£ 77,260			2.6%	£ 2,000	£ 79,260		
	£ 79,168			2.5%	£ 2,000	£ 81,168		
	£ 81,123			2.5%	£ 2,000	£ 83,123		
	£ 83,129			2.4%	£ 2,000	£ 85,129		
	£ 85,153			2.3%	£ 2,000	£ 87,153		
PS15	£ 85,561			2.3%	£ 2,000	£ 87,561		
	£ 96,431			2.1%	£ 2,000	£ 98,431		
PS16	£ 96,432			2.1%	£ 2,000	£ 98,432		
	£ 119,552			1.7%	£ 2,000	£ 121,552		
PS17	£ 119,553			1.7%	£ 2,000	£ 121,553		
	£ 143,464			1.4%	£ 2,000	£ 145,464		
PS18	£ 143,465			1.4%	£ 2,000	£ 145,465		
	£ 172,157			1.2%	£ 2,000	£ 174,157		