



## GOVERNANCE COMMITTEE

TUESDAY, 19 APRIL 2022

10.30 AM (OR AT THE CONCLUSION OF THE CABINET, WHICHEVER IS THE LATER)  
COUNCIL CHAMBER, COUNTY HALL, LEWES

MEMBERSHIP - Councillor Keith Glazier (Chair)  
Councillors Nick Bennett, Chris Collier, Rupert Simmons and David Tutt

### A G E N D A

1. Minutes of the meeting held on 22 March 2022 *(Pages 3 - 4)*
2. Apologies for absence
3. Disclosures of interests  
Disclosures by all members present of personal interests in matters on the agenda, the nature of any interest and whether the member regards the interest as prejudicial under the terms of the Code of Conduct.
4. Urgent items  
Notification of items which the Chair considers to be urgent and proposes to take at the appropriate part of the agenda. Any members who wish to raise urgent items are asked, wherever possible, to notify the Chair before the start of the meeting. In so doing, they must state the special circumstances which they consider justify the matter being considered urgent.
5. Appointment of Members to Committees, Sub-Committees, Panels and other bodies  
*(Pages 5 - 10)*  
Report by Assistant Chief Executive
6. Appointment to Outside Body - Parking and Traffic Regulations Outside London  
(PATROL) Adjudication Joint Committee *(Pages 11 - 12)*  
Report by Assistant Chief Executive
7. Appointment to Outside Body - Combe Valley Countryside Park Community Interest  
Company *(Pages 13 - 14)*  
Report by Director of Communities, Economy and Transport
8. LMG Pay Award 2021/22 *(Pages 15 - 18)*  
Report by Chief Operating Officer
9. Chief Executive, Chief Officers' and Deputy Chief Officers' Pay 2021/22 *(Pages 19 - 24)*  
Report by Assistant Director, Human Resources and Organisation Development
10. Any other items previously notified under agenda item 4

PHILIP BAKER  
Assistant Chief Executive  
County Hall, St Anne's Crescent  
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7 April 2022

Contact Andy Cottell, 01273 481955,

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## GOVERNANCE COMMITTEE

MINUTES of a meeting of the Governance Committee held at Council Chamber, County Hall, Lewes on 22 March 2022.

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PRESENT Councillors Keith Glazier (Chair), Nick Bennett, Chris Collier, Rupert Simmons and David Tutt

ALSO PRESENT Councillors Kathryn Field, Wendy Maples, Christine Robinson, Georgina Taylor, John Ungar and Trevor Webb

### 44. MINUTES OF THE MEETING HELD ON 1 MARCH 2022

44.1 RESOLVED - that the minutes of the previous meeting of the Committee held on 1 March 2022 be confirmed and signed as a correct record.

### 45. REPORTS

45.1 Copies of the reports referred to below are included in the minute book.

### 46. AMENDMENT TO THE CONSTITUTION - CABINET PRIORITIES FOR THE YEAR

46.1 The Committee considered a report by the Assistant Chief Executive regarding proposals to amend the Constitution in relation to the debate of the Cabinet priorities for the year ahead.

46.2 The Committee RESOLVED to recommend the County Council to agree to the proposed amendments to the Constitution set out in paragraph 1.3 of the report

### 47. ADULT SOCIAL CARE AND HEALTH FUNCTIONS

47.1 The Committee considered a report by the Chief Executive regarding the senior management structure within Adult Social Care and Health.

47.2 The Committee RESOLVED to approve the realignment of the senior management structure within the Adult Social Care and Health department to provide for the Director of Public Health and Public Health function to be managed by the Director of Adult Social Care post and re-title this post to Director of Adult Social Care and Health to reflect this.

### 48. ADOPTION AGENCY DELEGATION

48.1 The Committee considered a report by the Director of Children's Services regarding the delegation of powers and duties of the Adoption Agency and Agency Decision Maker.

48.2 The Committee RESOLVED to agree to delegate authority to the Head of Children's Safeguards and Quality Assurance to exercise the powers, functions and duties of the County Council as an Adoption Agency, which includes acting as Agency Decision Maker.

### 49. SCRUTINY ACTIVITY UPDATE

49.1 The Committee considered a report by the Assistant Chief Executive that provided an overview of scrutiny activity being undertaken by the People, Place and Health Overview Scrutiny Committees and an update on the work of the Audit Committee.

49.1 The Committee RESOLVED to:

1) note the updates on recent scrutiny and Audit Committee activity and the current work programmes at appendices 1-4; and

2) agree to receive ongoing quarterly updates on scrutiny activity.

50. LMG PAY AWARD 2021/22

50.1 The Committee considered a report by the Chief Operating Officer regarding the LMG pay award for 2021/22.

50.2 The Committee RESOLVED to agree the pay offer to LMG Managers for the financial year 2021/22 as being 1.75%, in line with the national (NJC) award.

51. ACCESS JOINT COMMITTEE - APPOINTMENT OF A SUBSTITUTE

51.1 The Committee considered a report by the Chief Finance Officer regarding the appointment of a substitute representative to the ACCESS Joint Governance Committee.

51.2 The Committee RESOLVED to appoint Councillor Redstone as the East Sussex Pension Fund's substitute representative on the ACCESS Joint Governance Committee for the period until May 2025.

Report to: **Governance Committee**

Date: **19 April 2022**

By: **Assistant Chief Executive**

Title of report: **Appointments of Members to Committees, Sub-Committees, Panels and Other Bodies**

Purpose of report: **To consider the allocation of places on committees, sub-committees, panels and other bodies to the four party political groups, the Independent Democrat Group and independent members.**

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## **RECOMMENDATIONS:**

**The Governance Committee recommends the County Council to:**

- 1) Allocate to political and independent groups the places on, and membership of:**
    - (a) The main committees in appendix 1 of this report;**
    - (b) other committees and panels listed in Appendix 2 of this report; and**
    - (c) Chair and Vice Chair positions on Scrutiny Committees and other Committees.**
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## **1. Supporting Information**

1.1 In appointing members to committees, sub-committees, most panels and some outside bodies the Council must comply with section 15 of the Local Government Act 1989 and subsequent Regulations. These provide that places on committees must be allocated to political groups in proportion to the number of seats on the Council held by each group, unless there is agreement, without dissent, that the provisions of the Act should not be applied.

1.2 The allocation of places to party groups must, so far as is reasonably practicable, give effect to the following principles:

- (a) not all of the seats on the body can be allocated to the same political group;
- (b) where more than half the members of the Council belong to one political group, that group shall have a majority on all committees, sub-committees, etc;
- (c) subject to (a) and (b) above, the total number of seats on the ordinary committees (including sub-committees) allocated to a political group reflects that group's proportion of the members of the Council;
- (d) subject to (a), (b) and (c) above, the number of seats on each body allocated to a political group reflects the proportion of the seats on the Council held by the group.

1.3 The rules require seats to be allocated on a proportional basis "so far as practicable" and inevitably there must be some rounding up and rounding down. It is open to the Council to review the size and number of committees and sub-committees at any time.

1.4 Members of the Cabinet may not serve on the Scrutiny Committees or the Regulatory Committee and the Leader and Deputy Leader of the Council may not serve on the Standards Committee.

1.5 The Leader of the Council appoints the Cabinet and allocates portfolios to those Cabinet Members. Political balance provisions do not apply to the Cabinet

1.6 The principle in paragraph 1.2 (c) above applies to appointments to ordinary committees (including sub-committees). Accordingly, before considering the allocation of places to political groups the Committee will need to consider whether it wishes to recommend any changes in committees, including their size.

1.7 Following the Committee's meeting, the party group leaders and independent members will be asked to let the Assistant Chief Executive have nominations to fill the places on committees, sub-committees, panels and other bodies covered in this report provisionally allocated to their group. The nominations received will be circulated to members of the County Council on the day of the annual council meeting, for approval by the Council.

## **2. Allocation of seats**

2.1 The tables in Appendix 1 show the proposed allocation of seats for 2022/23. There are no changes to the allocation agreed in May 2021 for 2021/22. The proposals in relation to the ordinary committees and sub-committees, their total membership and the number of seats on each to which the groups will be entitled follows the principles set out in paragraph 1.2 above.

2.2 The allocation of seats to the Governance Committee has been proposed to take into account the importance of having one member from each of the three largest political groups. Membership of this Committee normally includes the Group Leaders.

2.3 The Committee is asked to consider the allocations in Appendix 1 and to make a recommendation to the County Council as to number of places on each committee to be allocated to each group or independent members.

## **3. Other Committees and Panels**

3.1 There is no obligation in relation to other committees and panels to aggregate the total number of places and to adjust allocations so that the total number of places allocated to each group reflects its proportion of the members of the Council. It is proposed that places should be allocated on a proportionate basis, unless the Council agrees to waive the political balance provisions which has been the custom for certain panels over many years.

3.2 The practical effect of the proportionality rules for a committee, panel or group of members of any given size from 3 to 12 is set out in Appendix 2, together with the list of current committees and panels to which appointments will need to be made and their membership. Their terms of reference are set out in the Constitution.

3.3 The Committee is asked to recommend to County Council the number of places on the Committees and Panels listed in Appendix 2.

## **4. Chairs and Vice Chairs of Scrutiny Committees**

4.1 The Council's Constitution provides that the Chairs and Vice Chairs of Scrutiny Committees and Audit Committee should be added together and the positions then allocated to groups in accordance to the number of seats they have on the Council. Within this allocation the Chair of the Audit Committee shall be appointed from the members of the largest Group not represented on the Cabinet. On this basis the allocation of the 8 places would be as follows:

Conservative – 4

Liberal Democrat – 2

Labour – 1

Green - 1

Independent Democrat - 0

The proposed list of Chairs and Vice Chairs (there are no changes to the allocation agreed in May 2021 for 2021/22) to be appointed by the County Council is:

<b>Committee</b>	<b>Chair</b>	<b>Vice-Chair</b>
Regulatory	<b>Conservative</b>	
People Scrutiny Committee	<b>Conservative</b>	<b>Liberal Democrat</b>
Place Scrutiny Committee	<b>Conservative</b>	<b>Green</b>
Audit Committee	<b>Liberal Democrat</b>	<b>Conservative</b>
Health Overview and Scrutiny Committee	<b>Conservative</b>	<b>Labour</b>
Governance Committee	<b>Conservative</b>	
Planning Committee	<b>Conservative</b>	<b>Conservative</b>
Pension Committee	<b>Conservative</b>	
Standards Committee	<b>Conservative</b>	

## 5. Conclusion

The Committee is asked to recommend the County Council to agree the allocation of places on committees to each group as set out in Appendix 1 and 2 and the Chair and Vice Chair positions on committees.

PHILIP BAKER  
Assistant Chief Executive

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Local Member: All

Background Documents: None

## Appendix 1

Group	Number of Councillors	%	Number of seats
Conservative	27	55	44
Liberal Democrat	11	23	17
Labour	5	10	8
Green	4	8	6
Independent Democrat Group	2	4	3
Independent	1	0	0
<b>Total</b>	<b>50</b>	<b>100%</b>	<b>78</b>

COMMITTEE	Conservative	Liberal Democrat	Labour	Green	Independent Democrat
<b>Number of councillors</b>	<b>27</b>	<b>11</b>	<b>5</b>	<b>4</b>	<b>2</b>
Regulatory (18)	9.92 (10)	4.04 (4)	1.84 (2)	1.47 (1)	0.73 (1)
Planning (7)	3.86 (4)	1.57 (2)	0.71 (1)	0.57 (0)	0.29 (0)
Governance (5)	2.76 (3)	1.12 (1)	0.51 (1)	0.41 (0)	0.20 (0)
Standards Committee (7)	3.86 (4)	1.57 (1)	0.71 (1)	0.57 (1)	0.29 (0)
Pension Committee (5)	2.76 (3)	1.12 (1)	0.51 (0)	0.41 (1)	0.20 (0)
<b>Scrutiny Committees:</b>					
Audit (7)	3.86 (4)	1.57 (2)	0.71 (0)	0.57 (1)	0.29 (0)
Health Overview & Scrutiny (7)	3.86 (4)	1.57 (2)	0.71 (1)	0.57 (0)	0.29 (0)
People (11)	6.06 (6)	2.47 (2)	1.12 (1)	0.90 (1)	0.45 (1)
Place (11)	6.06 (6)	2.47 (2)	1.12 (1)	0.90 (1)	0.45 (1)
<b>TOTALS (78)</b>	<b>44</b>	<b>17</b>	<b>8</b>	<b>6</b>	<b>3</b>



## Appendix 2

### Recommended allocation of seats for Committees and Panels of between 3 and 12 seats

Committee size	Conservative	Liberal Democrat	Labour	Green	Independent Democrat	Independent
3	1.65 (2)	0.67 (1)	0.31 (0)	0.24 (0)	0.12 (0)	0.00
4	2.20 (3)	0.90 (1)	0.41 (0)	0.33 (0)	0.16 (0)	0.00
5	2.76 (3)	1.12 (1)	0.51 (1)	0.41 (0)	0.20 (0)	0.00
6	3.31 (4)	1.35 (1)	0.61 (1)	0.49 (0)	0.24 (0)	0.00
7	3.86 (4)	1.57 (2)	0.71 (1)	0.57 (0)	0.29 (0)	0.00
8	4.41 (5)	1.80 (2)	0.82 (1)	0.65 (0)	0.33 (0)	0.00
9	4.96 (5)	2.02 (2)	0.92 (1)	0.73 (1)	0.37 (0)	0.00
10	5.51 (6)	2.24 (2)	1.02 (1)	0.82 (1)	0.41 (0)	0.00
11	6.06 (6)	2.47 (2)	1.12 (1)	0.90 (1)	0.45 (1)	0.00
12	6.61 (7)	2.69 (3)	1.22 (1)	0.98 (1)	0.49 (0)	0.00

#### **This allocation relates to the following Committees and Panels**

(a) County Joint Consultative Committee (5 members of the County Council)

(b) County Consultative Committee Governors (5 Members of the County Council, one of whom should be the Lead Cabinet Member for Learning and School Effectiveness who chairs the Committee).

(c) Joint Advisory Committee (Schools) (5 Members of the County Council of whom one should be the Lead Cabinet Member for Learning and School Effectiveness, and another should be a member of the Cabinet.

(d) Corporate Parenting Panel (7 Members of the County Council)

(e) Standing Advisory Council for Religious Education (5 members of the County Council)

(f) Transport and Student Support Panel (3 Members of the County Council). The County Council has a custom of agreeing to waive the political balance provisions in relation to this Panel.

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Report to: **Governance Committee**

Date: **19 April 2022**

By: **Assistant Chief Executive**

Title of report: **Appointments to Outside Bodies**

Purpose of report: **To receive an update in relation to appointments to outside bodies**

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**RECOMMENDATIONS: The Governance Committee is recommended to appoint a Councillor as a Council representative on the Parking and Traffic Regulations Outside London (PATROL) Adjudication Joint Committee for the period to June 2025**

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## **1. Supporting Information**

1.1 The County Council is invited to appoint Members (and in some cases non-County Councillors are eligible) to serve on a wide range of outside bodies whose role has a relationship to a function of the County Council. The appointments are a vital part of the County Council's working in partnership with voluntary bodies, statutory agencies and the public and private sectors.

1.2 Since July 2020 Councillor Daniel has been appointed by the Council as its representative on the PATROL Adjudication Joint Committee. However, Councillor Daniel has now resigned from the Joint Committee. The Council appoints a representative to the Joint Committee as the Council undertakes civil parking enforcement and there is a statutory requirement for civil enforcement authorities to make provision for independent adjudication for appeals against civil traffic penalties. This is exercised by the Council joining the PATROL Joint Committee which provides resources for the Traffic Penalty Tribunal. The main function of the Joint Committee is to provide resources to support independent adjudicators and their staff who together comprise the Traffic Penalty Tribunal. The tribunal's appeal streams include:

- Parking
- Bus Lanes
- Road User Charging
- Littering from vehicles

1.3 PATROL also undertakes initiatives to support its member authorities and raise awareness of the objectives of civil enforcement.

## **2. Recommendations**

2.1 The Committee is asked to agree to the appointment of a Councillor as a Council representative on the PATROL Adjudication Joint Committee for the period until June 2025.

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Assistant Chief Executive  
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Background Documents  
None

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Report to: **Governance Committee**

Date: **19 April 2022**

By: **Director of Communities, Economy and Transport**

Title of report: **Appointments to Outside Bodies – Combe Valley Countryside Park Community Interest Group**

Purpose of report: **To consider an appointment to the Combe Valley Countryside Park Community Interest Company**

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**RECOMMENDATIONS: The Governance Committee is recommended to appoint a Councillor as a Council representative on the Combe Valley Countryside Park Community Interest Company for the period to June 2025**

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## **1. Supporting Information**

1.1 The County Council is invited to appoint Members (and in some cases non-County Councillors are eligible) to serve on a wide range of outside bodies whose role has a relationship to a function of the County Council. The appointments are a vital part of the County Council's working in partnership with voluntary bodies, statutory agencies and the public and private sectors.

1.2 In June 2021, the Committee appointed Councillors Beaver and Pragnell as the Council's representatives on the Combe Valley Countryside Park Community Interest Company.

1.3 During the last year the Combe Valley Countryside Park (CVCP) Community Interest Company (CIC) has been reviewing its governance to ensure it best reflects diversity and inclusion in decision-making and is best able to attract much needed funding to the CVCP. Following a review of its governing document, the Articles of Association, the CIC has consulted with each of the Local Authorities that are Members of the Company to seek agreement to reduce the number of local authority councillor representatives on the CIC Board from a maximum of 2 councillors each to a maximum of one councillor from each authority. The Local Authorities currently have 1 vote each on the Board and this will continue to be the case.

1.4 Hastings Borough Council, East Sussex County Council and Rother District Council all currently have two councillors on the Board. The reason for this proposed change is in order to enable more community stakeholders to be represented on the Board. This proposal was supported unanimously by all Councillors present at the Board meeting in October.

1.5 On 14 March 2022, the Lead Member for Transport and Environment considered a report regarding the Council's representation on the CIC and agreed to support the proposed changes to Local Authority representation.

## **2. Conclusion**

2.1 The Committee is asked to agree to the appointment of a Councillor as a Council representative on the Combe Valley Countryside Park Community Interest Company for the period until June 2025.

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Director of Communities, Economy and Transport  
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#### LOCAL MEMBERS

Cllrs Beaver, Pragnell, Scott, Webb, Marlow-Eastwood and Hollidge.

#### BACKGROUND DOCUMENTS

CVCP Articles of Association

CVCP Current Structure December 2021

**Report to:** Governance Committee

**Date of meeting:** 19 April 2022

**By:** Chief Operating Officer

**Title:** LMG Managers Pay 2021/22

**Purpose:** To agree the pay award for LMG Managers for 2021/22

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## RECOMMENDATIONS

**The Governance Committee is recommended to agree the pay award for LMG Managers for the financial year 2021/22 as being 1.75%, in line with the national NJC award**

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### 1 Background

1.1 At its meeting on 22 March 2022, the Governance Committee received a report with regards to the 2021/22 pay offer for LMG Managers to be negotiated with Unison. Following due consideration, the Committee agreed the offer to be made as 1.75%, in line with the national NJC award.

### 2 Supporting information

2.1 The annual Consumer Prices Index (CPI) inflation measures changes in the price level of consumer goods and services purchased by households. On 21 March 2017, the CPI was replaced by a new measure: the Consumer Prices Index, including owner occupier's housing costs (CPIH). This extends the CPI to include a measure of the costs associated with owning, maintaining and living in one's own home (owner occupiers' housing costs OOH), along with council tax. This is the most comprehensive measure of inflation. The CPIH rose by 4.9% in the 12 months to January 2022, up from 4.8% in the 12 months to December 2021. On a monthly basis, CPIH increased by 0.5% in December 2021, compared with a rise of 0.2% in December 2020 (Office for National Statistics). The Bank of England expects inflation to reach more than 7% by Spring.

2.2 During the 3 month period November 2021 to January 2022, growth in average total pay (including bonuses) was 4.8% and growth in regular pay (excluding bonuses) was 3.8%. During the same period, average total pay growth for the private sector was 5.8% and for the public sector 2.4% (ONS statistical bulletin). The median pay award across the UK in the three months to the end of January 2022 rose to 3%, a strong increase from 2% in the last three months of 2021 and the greatest since December 2008 (Xpert HR, 17 February 2022).

2.3 The wastage figure for voluntary leavers among LMG Managers (e.g. resignations) for the half year period July to December 2021 was 3.87%. This is relatively high in comparison to previous years: for July to December 2020 it was 1.10% and for July to December 2019, 2.55% (nb the July to December 2020 period covers the pandemic so is unlikely to be reflective of the usual position).

#### Pay Negotiations 2021/22

2.4 Following the Governance Committee's decision on 22 March 2022, negotiations with UNISON have taken place and local managers have indicated their acceptance of the 1.75% pay offer, equivalent to the national NJC pay offer for 2021/22. Attached at Appendix 1 is a copy of the LMG salary scales showing 2020/21 and 2021/22.

### **3. Recommendation**

3.1 The Governance Committee is recommended to agree the pay award for LMG Managers for the financial year 2021/22 as being 1.75%, in line with the national NJC award.

**Ros Parker**  
**Chief Operating Officer**

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**Local Managerial Grades (LMG)  
salary scale**



Appendix 1

<i>Grade</i>	<i>Scale point</i>	<i>01/04/2020</i>	<i>01/04/2021</i>
LMG 1	5	£39,713	£40,408
	6	£40,905	£41,620
	7	£42,130	£42,867
	8	£43,398	£44,157
LMG 2	9	£44,701	£45,483
	10	£46,044	£46,850
	11	£47,429	£48,259
	12	£48,854	£49,709
LMG 3	13	£50,320	£51,201
	14	£51,832	£52,739
	15	£53,394	£54,328
	16	£54,990	£55,952
LMG 4	17	£56,648	£57,639
	18	£58,347	£59,368
	19	£60,097	£61,148
	20	£61,903	£62,987
LMG 5	21	£63,768	£64,884
	22	£65,670	£66,820
	23	£67,654	£68,838
	24	£69,683	£70,903
LMG 6	25	£71,781	£73,037
	26	£73,932	£75,226
	27	£76,150	£77,483
	28	£78,430	£79,803
LMG 7	29	£80,787	£82,201
	30	£83,215	£84,671
	31	£85,721	£87,221
	32	£88,287	£89,833
LMG 8	33	£90,935	£92,527
	34	£93,670	£95,309
	35	£96,484	£98,172
	36	£99,384	£101,123

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<b>Report to:</b>	<b>Governance Committee</b>
<b>Date of meeting:</b>	<b>19 April 2022</b>
<b>By:</b>	<b>Assistant Director, Human Resources and Organisation Development</b>
<b>Title:</b>	<b>Chief Executive, Chief Officers' and Deputy Chief Officers' Pay 2021/22</b>
<b>Purpose:</b>	<b>To consider the position in relation to the pay award for the Chief Executive, Chief Officers and Deputies for 2021/22</b>

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## RECOMMENDATIONS

**The Governance Committee is recommended to agree the pay award for the Chief Executive, Chief Officers and Deputy Chief Officers for the financial year 2021/22 as 1.5%, in line with the national JNC awards.**

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### 1 Background

1.1 Chief Officers' pay is locally determined and any annual increases approved by this Committee are effective from the 1 April of the relevant pay year.

1.2 The national (NJC and JNC) pay awards are relevant to these local negotiations as the decision made regarding the local pay offer needs to take into account the impact on the wider workforce and organisation as a whole, as well as the wider market position.

1.3 Set against this background, the local pay award for the Chief Executive, Chief Officers and Deputy Chief Officers has therefore historically mirrored the national awards. Any consideration of a pay increase should, however, take into account the wider public sector context and the future financial challenges facing the Council.

### 2. Supporting information

2.1 The annual Consumer Prices Index (CPI) inflation measures changes in the price level of consumer goods and services purchased by households. On 21 March 2017, the CPI was replaced by a new measure: the Consumer Prices Index, including owner occupier's housing costs (CPIH). This extends the CPI to include a measure of the costs associated with owning, maintaining and living in one's own home (owner occupiers' housing costs OOH), along with council tax. This is the most comprehensive measure of inflation. The CPIH rose by 4.9% in the 12 months to January 2022, up from 4.8% in the 12 months to December 2021. On a monthly basis, CPIH increased by 0.5% in December 2021, compared with a rise of 0.2% in December 2020 (Office for National Statistics). The Bank of England expects inflation to reach more than 7% by Spring.

2.2 During the 3 month period November 2021 to January 2022, growth in average total pay (including bonuses) was 4.8% and growth in regular pay (excluding bonuses) was 3.8%. During the same period, average total pay growth for the private sector was 5.8% and for the public sector, 2.4% (ONS statistical bulletin). The median pay award across the UK in the three months to the end of January 2022 rose to 3%, a strong increase from 2% in the last three months of 2021 and the greatest since December 2008 (Xpert HR, 17 February 2022).

#### National Pay Negotiations 2021-22

2.3 Whilst the national NJC local government services pay award has been agreed as 1.75%, the national JNC pay awards for both Chief Executives and Chief Officers of Local Authorities have been agreed as 1.5%.

#### Benchmarking

2.4 In previous years, benchmarking information in relation to other Councils has been provided. It is important, however, to recognise that Councils do not have consistent staffing structures and it is

therefore very difficult to be confident that we are comparing on a 'like for like' basis. For example, it is worth noting that a number of Councils have introduced the role of 'Executive Director', which sits between the Chief Executive and departmental Chief Officers, thereby providing additional senior strategic capacity. This is not a layer that exists within East Sussex.

2.5 In order to provide the Committee with an understanding of the local market position, attached at Appendix 1 is an assessment showing the comparison in relation to the Chief Executive, Chief Officers and Deputies' pay and our closest neighbours.

2.6 A key relevant factor is the context in which the Council is operating. The scale of the leadership challenge, running a complex organisation and services in the face of financial challenge, complex needs and multiple risks is significant. Working collaboratively and in partnership is vital to support the challenges around service reconfiguration and integration and our senior leaders have significant external facing roles in addition to the services they manage. The position during 2021/22 was even more complex as a result of Covid-19 and the Chief Executive and Chief Officers played a critical role in leading the County Council's response, as well as the wider partnership response, at both a local and national level. This will continue as we work through the reset and recovery arrangements as we move beyond Covid-19.

2.7 It is recognised that there is a level of scrutiny on pay for senior officers. It is, however, equally important that the Council is able to attract and retain high calibre staff to ensure the best delivery of services to the residents of East Sussex. Whilst acknowledging that pay is only one element of the overall employment package, it is, nonetheless an important one. Given the current operating context, it is essential that our pay rates are appropriately competitive.

2.8 Given this backdrop, it would seem appropriate to offer a 1.5% pay award to mirror the national JNC Chief Executives and Chief Officers pay awards. The Committee will be aware that at its meeting on 28 January 2020, it agreed an additional payment to be made to the Chief Executive in recognition of the significant additional responsibilities arising from being appointed as shared Chief Executive across both East and West Sussex County Councils. As an element of pay, it is appropriate that any increase agreed applies equally to this additional payment.

### Financial Implications

2.9 The Chief Executive, Chief Officer and Deputy Chief Officer pay bill is approximately £1.5m per annum including on-costs. If we were to mirror the current national JNC offer, this would provide for an offer of 1.5%, which would cost approximately £22.5k including on-costs. Revenue budgets for 2021/22 have been prepared with provision for a pay award of 2% and therefore fully cover a 1.5% pay award.

2.10 Attached at Appendix 2 is a copy of the current Chief Executive, Chief Officer and Deputy Chief Officer salary scales showing the impact of a 1.5% uplift.

2.11 Unfortunately, as a consequence of the significant delay in the national agreement for local government staff being reached, it was not possible to make a pay award in time for March salaries. This therefore means that arrears of pay will be subject to the new 1.25% national insurance increase as a result of the government's new health and social care levy. In terms of sizing the impact, the arrears of pay due on a salary of £100,000 would be £1,500 gross. The additional amount in NI that would be paid on the arrears is approximately £18.75.

## **3. Conclusion and reasons for recommendations**

3.1 The Governance Committee is recommended to determine the pay offer for the Chief Executive, Chief Officers and Deputy Chief Officers for the financial year 2021/22 as being 1.5%.

**Sarah Mainwaring**

**Assistant Director, Human Resources and Organisation Development**

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Tel No 01273 481762

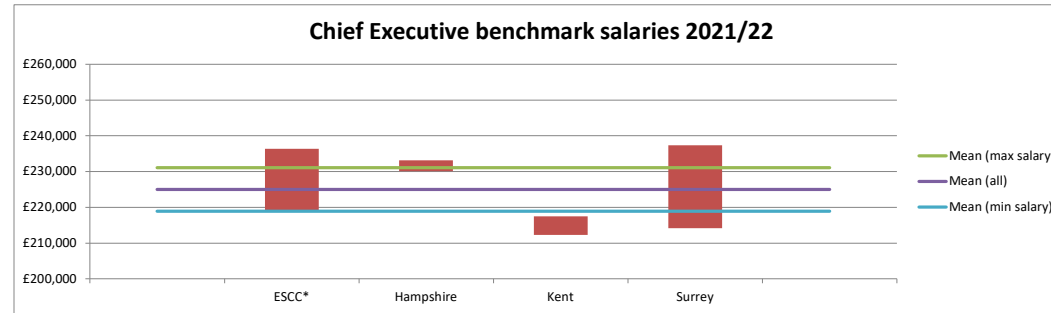
Email: [ruth.wilson@eastsussex.gov.uk](mailto:ruth.wilson@eastsussex.gov.uk)

## Comparison against neighbouring authorities

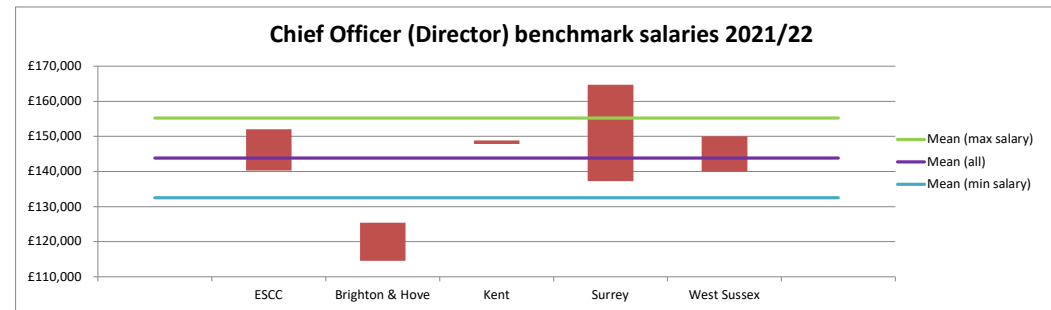
## Appendix 1

Chief Executive	2020/21		2021/22	
	Min Salary	Max Salary	Min Salary	Max Salary
ESCC	£ 186,560	£ 203,853	TBC	
ESCC*	£ 219,032	£ 236,325	TBC	
Hampshire	£231,115		£235,160	
Kent	£ 212,259	£ 217,482	£ 215,299	£ 220,600
Surrey	£ 214,184	£ 237,337	£ 214,184	£ 237,337

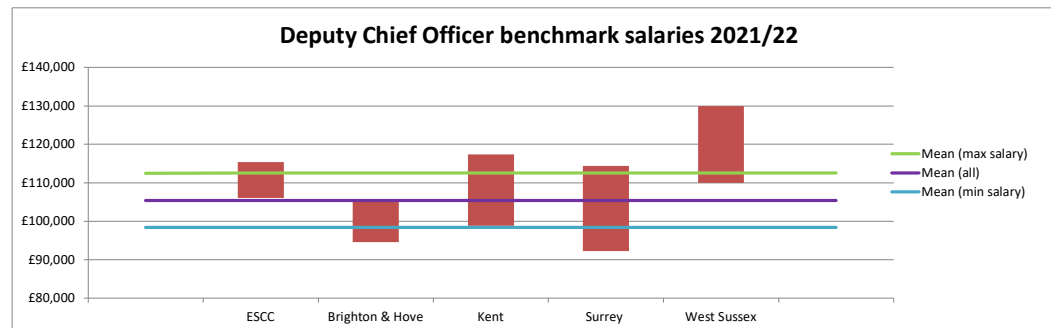
\* Additional payment made in respect of the significant additional responsibilities arising as joint CE for ESCC and WSCC (£32,472)



Chief Officer (Director)	2020/21		2021/22	
	Min Salary	Max Salary	Min Salary	Max Salary
ESCC	£ 140,301	£ 152,031	TBC	
Brighton & Hove	£ 114,503	£ 125,407	£ 116,221	£ 127,288
Kent	£ 147,888	£ 201,616	£ 150,106	£ 204,640
Surrey	£ 137,287	£ 164,744	£ 137,287	£ 164,744
West Sussex	£ 140,000	£ 150,000	£ 142,450	£ 152,625



Deputy Chief Officer	2020/21		2021/22	
	Min Salary	Max Salary	Min Salary	Max Salary
ESCC	£ 106,070	£ 115,440	TBC	
Brighton & Hove	£ 94,546	£ 105,667	£ 95,964	£ 107,252
Kent	£ 98,804	£ 117,432	£ 100,286	£ 119,193
Surrey	£ 92,279	£ 114,404	£ 92,279	£ 114,404
West Sussex	£ 110,000	£ 130,000	£ 111,925	£ 132,275



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## Appendix 2

Grade		April 2020	April 2021 (proposed)
		Salary	Salary
Dep COA	1	£106,070	£107,926
	2	£109,252	£111,164
	3	£112,349	£114,315
	4	£115,440	£117,460
Dep COB	3	£112,349	£114,315
	4	£115,440	£117,460
	5	£118,535	£120,609
	6	£121,623	£123,751
COA	7	£132,591	£134,911
	8	£136,564	£138,954
	9	£140,435	£142,893
	10	£144,301	£146,826
COB	9	£140,435	£142,893
	10	£144,301	£146,826
	11	£148,163	£150,756
	12	£152,031	£154,692
CE	13	£186,560	£189,825
	14	£192,153	£195,516
	15	£197,917	£201,381
	16	£203,853	£207,420

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