



GOVERNANCE COMMITTEE

WEDNESDAY, 27 AUGUST 2025

10.30 AM COUNCIL CHAMBER, COUNTY HALL, LEWES

MEMBERSHIP - Councillor Keith Glazier, OBE (Chair)
Councillors Nick Bennett, Bob Bowdler, Chris Collier, Johnny Denis and
David Tutt

A G E N D A

1. Minutes of the meeting held on 15 July 2025 *(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. LMG Managers Pay 2025/26 *(Pages 5 - 8)*
Report by the Chief Operating Officer
6. Any other items previously notified under agenda item 4

PHILIP BAKER
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18 August 2025

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GOVERNANCE COMMITTEE

MINUTES of a meeting of the Governance Committee held at Council Chamber, County Hall, Lewes on 15 July 2025.

PRESENT: Councillors Keith Glazier, OBE (Chair), Nick Bennett, Bob Bowdler, Chris Collier, Johnny Denis and David Tutt

ALSO PRESENT: Councillors Godfrey Daniel, Paul Redstone, Stephen Shing, and Trevor Webb.

11. MINUTES OF THE MEETING HELD ON 24 JUNE 2025

11.1 RESOLVED – that the minutes of the previous meeting of the Committee held on 24 June 2025 be confirmed and signed as a correct record.

12. REPORTS

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

13. ASSESSMENT OF THE CORPORATE GOVERNANCE FRAMEWORK FOR 2024-25

13.1 The Committee considered a report by the Deputy Chief Executive on the assessment of the Annual Corporate Governance Framework from 2024/25.

13.2 The Committee RESOLVED to:

- 1) approve the action plan for 2025/26 as set out in Annex E of Appendix 1;
- 2) note that actions identified to enhance governance arrangements are reflected in Business Plans and that implementation will be monitored throughout the year;
- 3) confirm that Members are satisfied with the level of assurance provided to them through this report and the Council's governance framework and processes;
- 4) agree the recommended changes made by the Audit Committee to the draft Annual Governance Statement;
- 5) confirm that there were no significant governance issues that should be included in the Council's Annual Governance Statement;
- 6) approve the draft Annual Governance Statement for signature by the Leader and the Chief Executive and publication within the Statement of Accounts; and
- 7) approve the Local Code of Corporate Governance for 2025/26.

14. AMENDMENT TO THE CONSTITUTION - SCHEME OF DELEGATION TO OFFICERS

14.1 The Committee considered a report by the Deputy Chief Executive regarding proposed amendments to the Scheme of Delegation to Officers within the Council's Constitution to reflect recent updates to the Procurement and Contract Standing Orders.

14.2 The Committee RESOLVED to recommend the County Council to agree to amend the Constitution as set out in Appendix 1 of the report.

15. AUDIT COMMITTEE: ANNUAL REPORT 2024/25

15.1 The Committee considered a report by the Chief Operation Officer in relation to the Annual Report of the Audit Committee.

15.2 The Committee RESOLVED to note the Audit Committee: Annual Report 2024/25.

16. EAST SUSSEX PENSION FUND - PENSION BOARD MEMBERSHIP

16.1 The Committee considered a report by the Chief Financial Officer regarding the appointments to the East Sussex Pension Board.

16.2 The Committee RESOLVED to:

- 1) appoint Philippa Buckingham to the East Sussex Pension Board for a 4-year term (15 July 2025 to 14 July 2029); and
- 2) extend the term of Trevor Redmond for 2 years to 27 September 2027.

Report to:	Governance Committee
Date of meeting:	27 August 2025
By:	Chief Operating Officer
Title:	LMG Managers Pay 2025/26
Purpose:	To appraise the Governance Committee on the considerations in relation to the LMG pay offer for 2025/26 and to seek agreement to make an offer.

RECOMMENDATION

The Governance Committee is recommended to agree the pay offer to LMG Managers for the financial year 2025/26 to mirror the national (NJC) award, as set out in paragraph 2.5 below.

1. Background

1.1. LMG Managers' pay is locally negotiated with Unison and reported to the Governance Committee on an annual basis to approve the pay offer and any subsequent settlement. This report seeks agreement to the offer. Following local negotiations with Unison, who are recognised for the purposes of pay bargaining on behalf of LMG Managers, the Committee will receive a further report setting out the outcome of the negotiations and a recommended pay award.

1.2. The national (NJC) pay award is 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. In addition, there is an overlap between LMG1 and the top of the Single Status pay range (SS13) which applies to specialist professional posts, such as Senior Practitioners/Senior Social Workers in Adult Social Care and Children's Services. It is therefore important to ensure that these two grades remain comparable and that the relativities do not widen too far.

1.3. Set against this background, the local pay award for LMG Managers has therefore historically mirrored the national 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 rate rose by 4.1% in the 12 months to June 2025. This is an increase from the 4.0% annual rate in the 12 months to May 2025. On a monthly basis, CPIH rose by 0.3% in June 2025, compared to a 0.2% rise in June 2024 (ONS 16 July 25).

2.2. The annual growth in employees' average regular earnings (excluding bonuses) was 5.0% in March to May 2025. This is down from 5.3% in the previous three-month period. It was last lower than 5.0% in April to June 2022, when it was 4.9%. Annual growth in total earnings (including bonuses) was 5.0% in March to May 2025. This is down from 5.4% in the previous three-month period. It was last lower than 5.0% in July to September 2024, when it was 4.6%.

2.3. Annual average total earnings growth for the public sector was 5.3% in March to May 2025, similar to the previous three-month period. For the private sector, annual average total earnings growth was 4.9%. This is down on the previous three-month period, when it was 5.3%.

Total growth for the private sector was last lower than 4.9% in September to November 2021, when it was 4.8%.

2.4. The wastage figure for voluntary leavers among LMG Managers (i.e. resignations) for the half year period January to June 2025 was 2.29%. For comparison purposes, for the half year January to June 2024 it was 2.18%.

Pay Negotiations 2025/26

2.5. The national NJC local government services reached a one year pay deal on 23 July 2025 covering the period 1 April 2025 to 31 March 2026. The agreement provides for:

- an increase of 3.20% on all NJC pay points
- an increase of 3.20% on all allowances e.g. Standby, Sleep-in
- the deletion of pay point 2 from the NJC pay spine with effect from 1 April 2026

2.6. As noted above, the local pay award for LMG Managers has historically mirrored the national award.

Benchmarking

2.7. The very different organisational structures and job roles that exist across different Councils make benchmarking challenging as it is difficult to be confident that we are comparing on a 'like for like' basis. Alongside this, given the overlap between the top of the local East Sussex Single Status grades and bottom of the LMG grades, the national pay award needs to be mirrored for grades LMG1 and LMG2 in any event in order to maintain appropriate differentials.

2.8. In order to provide the Committee with an understanding of the local market position, high level benchmarking data is attached at Appendix 1. This shows the position of key LMG grades in comparison to our closest neighbours. It is worth noting that there is not a direct 'match' between the senior manager grades used in West Sussex County Council and those in East Sussex County Council given the different leadership structures operated. As such, both comparable WSCC grades are shown where appropriate. The high level benchmarking shows that 'Operations Managers' and 'Heads of Service' are both below the median range, with 'Team Managers' and 'Assistant Directors' being broadly median/below the median range.

2.9. It is recognised that there is rightly a level of scrutiny on pay for managers. It is, however, equally important that the Council is able to attract and retain the high calibre staff it needs. This is especially the case given the current challenges for a number of our key posts, alongside the demands on managers in the context of the significant financial challenges facing the Council. Whilst acknowledging that pay is only one element of the overall employment package, it is, nonetheless, an important one. Alongside this, it is also important to note the critical role played by our LMG Managers in ensuring the continued delivery of our essential services to the residents of East Sussex.

Financial Implications

2.10. The estimated impact of mirroring the NJC Pay award to the LMG pay bill is approximately £1.4m per annum including on-costs. This is fully provided for in the MTFP.

3. Conclusion and Reason for Recommendations

3.1 Given the above background and in particular, the local benchmarking and other public sector pay settlements, the Governance Committee is recommended to agree the pay offer to LMG Managers for the financial year 2025/26 to mirror the national NJC pay award as set out in paragraph 2.5 above. Attached at Appendix 2 is a copy of the LMG pay scales showing the impact of this.

ROS PARKER
Chief Operating Officer

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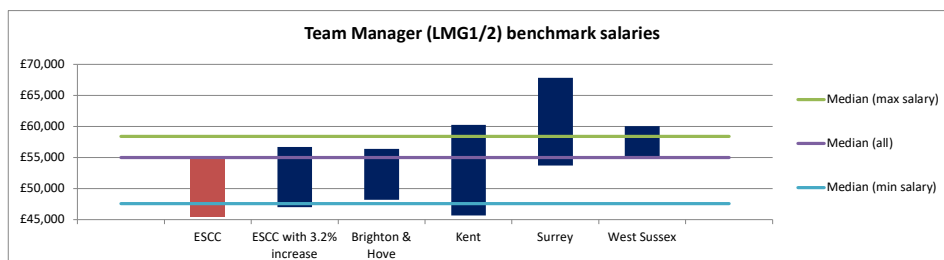
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Comparison against neighbouring authorities - 2025/26 pay rates

Appendix 1

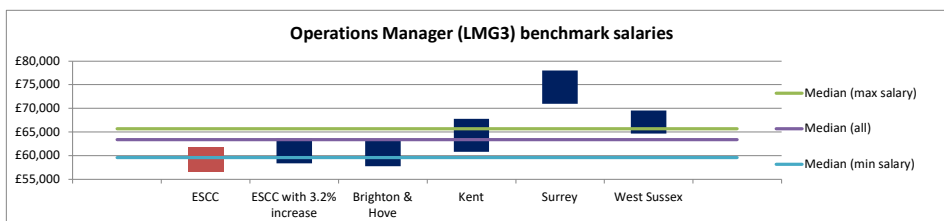
Team Manager (LMG 1/2)

	Min Salary	Max Salary
ESCC	£ 45,548	£ 54,978
ESCC with 3.2% increase	£ 47,006	£ 56,737
Brighton & Hove	£ 48,226	£ 56,400
Kent	£ 45,672	£ 60,246
Surrey	£ 53,713	£ 67,859
West Sussex	£ 55,057	£ 60,040



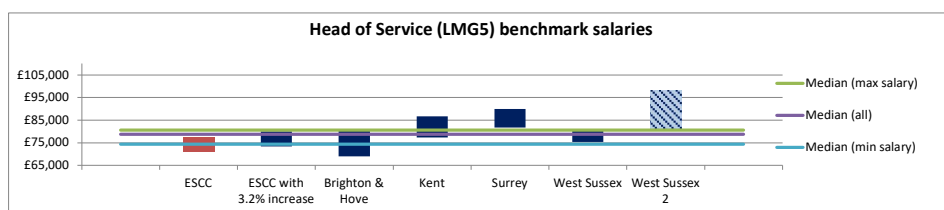
Operations Manager (LMG 3)

	Min Salary	Max Salary
ESCC	£ 56,567	£ 61,626
ESCC with 3.2% increase	£ 58,377	£ 63,598
Brighton & Hove	£ 57,755	£ 63,123
Kent	£ 60,800	£ 67,783
Surrey	£ 70,975	£ 78,002
West Sussex	£ 64,681	£ 69,550



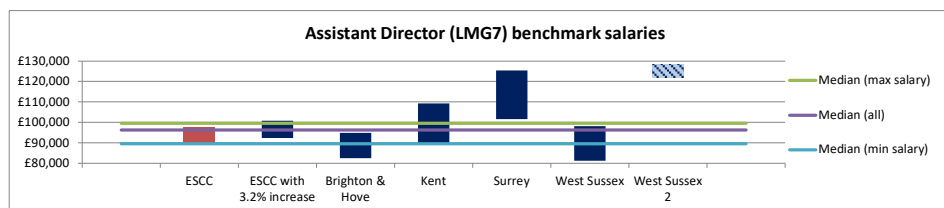
Head of Service (LMG 5)

	Min Salary	Max Salary
ESCC	£ 71,136	£ 77,545
ESCC with 3.2% increase	£ 73,412	£ 80,026
Brighton & Hove	£ 68,949	£ 80,961
Kent	£ 77,348	£ 86,639
Surrey	£ 81,796	£ 89,942
West Sussex 1	£ 75,305	£ 80,340
West Sussex 2	£ 81,232	£ 98,216



Assistant Director (LMG 7)

	Min Salary	Max Salary
ESCC	£ 89,575	£ 97,701
ESCC with 3.2% increase	£ 92,441	£ 100,827
Brighton & Hove	£ 82,451	£ 94,812
Kent	£ 89,579	£ 109,309
Surrey	£ 101,582	£ 125,442
West Sussex 1	£ 81,232	£ 98,216
West Sussex 2	£ 121,776	£ 128,485



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Local Managerial Grades (LMG) salary scale



Grade	Scale point	01/04/2024	Proposed 01/04/2025
LMG 1	5	£45,548	£47,006
	6	£46,760	£48,256
	7	£48,007	£49,543
	8	£49,297	£50,875
LMG 2	9	£50,623	£52,243
	10	£51,990	£53,654
	11	£53,434	£55,144
	12	£54,978	£56,737
LMG 3	13	£56,567	£58,377
	14	£58,205	£60,068
	15	£59,897	£61,814
	16	£61,626	£63,598
LMG 4	17	£63,422	£65,452
	18	£65,263	£67,351
	19	£67,159	£69,308
	20	£69,116	£71,328
LMG 5	21	£71,136	£73,412
	22	£73,197	£75,539
	23	£75,347	£77,758
	24	£77,545	£80,026
LMG 6	25	£79,818	£82,372
	26	£82,148	£84,777
	27	£84,551	£87,257
	28	£87,021	£89,806
LMG 7	29	£89,575	£92,441
	30	£92,205	£95,156
	31	£94,920	£97,957
	32	£97,701	£100,827
LMG 8	33	£100,570	£103,788
	34	£103,532	£106,845
	35	£106,581	£109,992
	36	£109,722	£113,233

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