



**Reigate & Banstead**  
BOROUGH COUNCIL  
Banstead | Horley | Redhill | Reigate

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| <b>SIGNED OFF BY</b>    | Mari Roberts-Wood, Director & Head of Paid Service               |
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| <b>TO</b>               | Employment Committee   |
| <b>DATE</b>             | 20 June 2023   |
| <b>EXECUTIVE MEMBER</b> | Portfolio Holder for Corporate Policy and Resources              |

|                              |     |
|------------------------------|-----|
| <b>KEY DECISION REQUIRED</b> | N   |
| <b>WARDS AFFECTED</b>        | N/A |

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| <b>SUBJECT</b> | How Pay Works at RBBC |
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| <b>RECOMMENDATIONS</b>  |
| (i) <b>The Employment Committee is asked to note the content of the How Pay Works at RBBC Document, which is an aide memoire consisting of an explanation of pay terminology, routes to pay progression, performance appraisal, and an annex of Pay Scales for 2023/24.</b>                                     |
| <b>EXECUTIVE SUMMARY</b>  |
| <p>This report and its annexes provide the Employment Committee with a guide to understanding the pay and reward structure at RBBC.</p> <p>The high-level summary gives the Committee a view of how Officers progress through the various pay scales, and the differing types of pay progression available.</p> |

## **BACKGROUND**

1. As of 2003 there are no RBBC Officers compensated for their duties through nationally negotiated pay, meaning that all Officers moved to local conditions of service. The “How pay works at RBBC” guide provides a summary of the specific approach taken to pay and reward.

## **KEY INFORMATION**

2. The Council needs to be aware of the pay structures contained in the annex and how this relates to job families, as well as the routes to pay progression and how/when they are applied.

## **CONSULTATION**

3. Local conditions of pay are negotiated annually with Unions.

## **ANNEXES**

4. Pay at RBBC Aide Memoire