



WORTHING BOROUGH
COUNCIL

18 July 2023

**Worthing Council Meeting
18 July 2023**

Council Chamber, Worthing Town Hall

6.30 pm

Agenda

10 July 2023

ALL MEMBERS OF THE COUNCIL are hereby summoned to attend for the following business:

Part A

7. Recommendations from the Cabinet and Committees to Council (Pages 5 - 12)

To consider recommendations to the Council, details of which are set out in the attached items as 7A, 7B and 7C (i) to (iv).

Reports are available on the website as listed below:

| | Executive / Committee | Date | Item |
|--------|-------------------------------------|--------------|---|
| A | Joint Audit & Governance Committee | 30 May 2023 | Joint Audit & Governance Committee Appointments: Parish Councillors |
| B | Joint Overview & Scrutiny Committee | 8 June 2023 | Annual JOSC report 2022/23 |
| C(i) | Joint Strategic Committee | 11 July 2023 | Financial Performance 2022/23 - Revenue outturn |
| C(ii) | Joint Strategic Committee | 11 July 2023 | Developing a revenue budget for 2024/25 in difficult economic circumstances |
| C(iii) | Joint Strategic Committee | 11 July 2023 | Investing for our future - Capital Strategy 2024/27 |
| C(iv) | Joint Strategic Committee | 11 July 2023 | Union Place - Joint Venture Partnership with Roffey Homes |

8. Report of the Leader on Decisions taken by the Cabinet (Pages 13 - 24)

Director for Sustainability & Resources:
Paul Brewer
Adur & Worthing Councils,
Town Hall, Chapel Road,
Worthing, West Sussex, BN11 1HA

To receive a report from the Leader as item 8. The report contains decisions taken by the Cabinet, Cabinet Members, the Joint Strategic Committee and the Worthing Joint Strategic Sub-Committee since the last Council meeting.

There will be up to 15 minutes for Cabinet Members to make any statements on the report. There will also be up to 15 minutes for Cabinet Members to respond to questions on the report. These questions will not be the same as any to be asked under Item 10.

9. Pay Policy Statement 2022/23 (Pages 25 - 38)

To receive a report from the Director for Sustainability and Resources, as item 9 (*report to follow*).



Paul Brewer
Director for Sustainability & Resources

Recording of this meeting

The Council will be live streaming this meeting, including public question time. A recording will be available on the Council's website as soon as practicable after the meeting. The Council will not be recording any discussions in Part B of the agenda (where the press and public have been excluded).

For Democratic Services enquiries relating to this meeting please contact:

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WORTHING BOROUGH
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Extract from the minutes of the Joint Strategic Committee - 11 July 2023

JSC/006/23-24 Financial Performance 2022/23 - Revenue outturn

The report outlined the revenue financial monitoring position for the end of the 2022/23 financial year for the Joint Strategic Committee, Adur District and Worthing Borough Councils. At the time of publication of this report, the Statements of Accounts were in progress, both due to be completed by the end of July. The audit commencement date was still to be confirmed but was unlikely to commence until the Autumn, any adjustments that emerged during the audit would be reported to members later in the year.

The final position for operational services were overspends for Adur District Council of £1.8m and Worthing Borough Council of £3.6m. This was compared to the projections reported at quarter 3 when operational outturns were predicted to be an overspend of £1.6m in Adur and £3.3m in Worthing before any use of reserves.

Overall outturn positions were an overspend of £10k in Adur District Council and an underspend of £778k in Worthing Borough Council. This represents a 0% overspend against the budget for Adur and 6% underspend in Worthing.

There was one 2022/23 budget carry forward proposed in Worthing of £35,000 to support Cost of Living funding.

The outcome was an improvement for both Councils from that forecast in the quarter 3 monitoring report '3rd Revenue Budget Monitoring Report (Q3) 2022/23' when net overall overspends after reserve transfers of £382k and £2.1m were being projected in Adur and Worthing respectively. The significant movement in Worthing was due to the outcome of the VAT appeal claim related to leisure services (see section 4.7) which was announced in the last quarter of the financial year. Adur's outturn position improved due to increased income from business rates

Members thanked the finance team for their diligence in completing the report. It was noted that the Chief Financial Officer was due to retire and thanked them for all of their hard work for Adur and Worthing.

Decision

That it be recommended to Adur District Council, at its meeting on 20th July 2023 and **Worthing Borough Council at its meeting on 18th July 2023**, that :-

- i) the overall final outturn for 2022/23 be noted.**
- ii) the net appropriations from General Fund Reserves in the year as detailed in section 6 of the report totalling: Adur District Council £749,839 Worthing Borough Council £1,644,580 be approved**
- iii) in Worthing Borough Council the revenue budget carry forward to 2023/24 of £35,000 to be funded from reserves to support work associated with the Cost of Living crisis be approved.**

(Link to the report on the website e.g. [Joint Strategic Committee - 11 July 2023](#))



Extract from the minutes of the Joint Strategic Committee - 11 July 2023

JSC/007/23-24 Developing a revenue budget for 2024/25 in difficult economic circumstances

The purpose of the report before members was to propose a budget strategy for the development of the 2024/25 budgets. When the 2023/24 budget was set, there was a clear expectation that inflation rates would begin to fall throughout 2023 with an associated reduction in interest rates. However inflation had remained stubbornly high and had only just started to reduce with impacts on our pay, contracts and our treasury management costs.

It had been a long time since the Councils have had any certainty during budget setting. Having come through a pandemic and one very difficult year, the Councils now had to address the challenge of extended inflationary pressures which continued to impact on its budgets.

The local government funding review was now looking likely to be deferred until after the parliamentary election in 2024, consequently there was unlikely to be any change until 2026/27. The difficult economic climate continued to influence a number of budget lines, from pay to income for services such as car parks which will need to be reassessed as we balance our budget.

The Councils had a clear strategy for facing the challenges of rapidly changing local government finance. It was now important to build on this strategy to meet the new and emerging challenges but within the context of supporting local communities and economies.

Now more than ever, careful financial management was required to ensure that the Councils manage both the emerging in-year pressures and the implications for the future, whilst driving forward with plans for the future. The financial strategy would need to include managed and prudent increases in council tax, and a clear focus on driving efficiency and productivity.

The report aimed to set out how the Councils would address the challenges of the next few years, outlining the revenue forecast and setting out the Councils' strategic response to the challenges ahead. With the detailed budget proposals for 2024/25 coming forward to the Joint Strategic Committee in December, the report sets out the

broader context for the detailed work that will be undertaken over the intervening months.

As set out in the report, the Councils would be increasingly reliant on council tax income, business rate income, and its own income generating services. The Councils had a good track record in innovation, working creatively in partnership, and transforming digital capabilities, so that there was capacity to continue to deliver our aspirations for our Councils

Work had been underway for some time to address the financial challenges for 2024/25 and beyond. This would continue over the summer and autumn, and the Organisational Leadership Team would be working to produce new financial plans designed to deliver a balanced budget over 3 years. The outcome of the service planning process would be presented to the Joint Strategic Committee for approval in December 2023 as part of the development of the 2024/25 budget.

In line with the recommendations outlined, the budget strategy was written with the assumption that the councils would continue to maximise the benefits from the shared service with a joint revenue budget while continuing to create separate capital programmes for each Council. Attention had been paid to where priorities differ and where relevant attention will be drawn to differences of approach.

The Chief Financial Officer responded to a question asked about car parking income

Members approved the recommendations within the report

Decision

That the Joint Strategic Committee

- i) Note the report and the outline 5-year forecasts in Appendix 3;
- ii) Approve the proposed budget process as set out in section 6 of the report;
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- iii) **Recommend to the Councils to approve the Budget Strategy for 2023/24 outlined in Section 9 of the report.**

(Link to the report on the website e.g. [Joint Strategic Committee - 11 July 2023](#))



Extract from the minutes of the Joint Strategic Committee - 11 July 2023

JSC/008/23-24 Investing for our future - Capital Strategy 2024/27

The report sought the approval of the Councils' Capital Strategy for 2024/27. The Strategy outlined the Councils' approach to capital investment and how the Council ensured that capital investment was directed to both of the Council's priorities.

The strategy was set against an environment of high inflation and increasing interest rates which was having a significant impact on the Councils' finances and the affordability of the Councils' investment programmes. Whilst the programmes were inevitably constrained, the recommended approach focused on the priorities identified by both councils around facilities that were recognised and valued by communities.

The strategy also proposed a refreshed approach to the prioritisation approach putting delivery of both of the Councils' priorities at the heart of the decision making process.

Members approved the recommendations within the report

Decision

That the Joint Strategic Committee recommend to the Councils that the Capital Strategy 2024/27 be approved.

(Link to the report on the website e.g. [Joint Strategic Committee - 11 July 2023](#))



Extract from the minutes of the Joint Strategic Committee - 11 July 2023

JSC/014/23-24 Union Place - Joint Venture Partnership with Roffey Homes

The Union Place redevelopment proposal provided a major opportunity to deliver new high quality, energy efficient, modern and affordable homes for the community in Worthing. Working with an experienced local private sector partner, the development would also deliver new commercial space, high quality green spaces, return Union Place to being a tree lined avenue and maximise opportunities for social connections to reduce isolation and promote inclusion. The development would have an architectural approach rooted in local vernacular architecture, and also sought to design out crime, improve health outcomes, and use an environmentally sustainable approach to development.

The purpose of the report was to advise members of the Committee on the progress with negotiations with the Council's preferred Joint Venture Partner on the redevelopment of the Union Place site, and to 185 Agenda Item 13 seek the Committee's approval to the Joint Venture Agreement and to progress towards development of the site.

The Exempt Appendices to this Report set out the detailed nature of the proposed Joint Venture Agreement which it was intended will be conducted through the formation of an Limited Liability Partnership (LLP) between the Council and Roffey Homes, and the proposal for the Council to invest land into the LLP company at the outset, with a further parcel of land being invested following grant of planning permission. The report set out how the value of the Council's investment is then matched by Roffey Homes equity and sets out how the development will be funded. The Council's governance structures and appointment to the LLP are set out in section 5.0.

The Exempt Appendix updated members on key issues following the most recent report on the project in March 2023 surrounding procurement, state aid/subsidy control, risk, and tax implications of the proposed joint venture.

The report summarised the work undertaken to date to design the scheme, and agree land valuations.

The report set out the various steps that would be undertaken to enter into the Joint Venture Agreement and sought various delegations to officers to enable the project to proceed.

A question was asked about the anticipated timeline of work beginning on the site. The Committee was told that a Planning Application was forthcoming for the site and the ambition was to be on site in Spring 2024 although there could be no absolute certainty in matters of this sort.

The Committee debated matters of an exempt nature in closed session

Decision:

That the Joint Strategic Committee:

- i) Delegate authority to the Director for Place to progress the negotiations and drafting of the Members Agreement and all contractual documentation required to establish the Joint Venture Limited Liability Partnership (LLP) between the Council and Roffey Homes for the purpose of developing the Union Place site on the terms set out in the Structure Note and the Exempt Appendices 1-5.
- ii) Delegate authority to the Director for Place to take further legal, procurement, subsidy and financial due diligence on the final terms of the Members Agreement and contract documents and to produce a detailed business plan supporting the proposal to enter into the LLP.
- iii) Authorise the Director for Place to enter into the LLP by executing the Members Agreement and all necessary contract documents subject to the following procedure for completion-

That the Director for Place delivers a report to the Leader of Worthing Borough Council which details:-

- a) The final terms of the Members Agreement and Contract Documents;
 - b) The outcome of the due diligence referred to at paragraph 2.3 of this report;
 - c) The supporting business plan and
 - d) The report shall seek authority from the Leader of Worthing Borough Council in consultation with the Cabinet Member for Regeneration for the Director for Place to enter into The Members Agreement and all necessary contractual documentation to form the LLP; including authority to continue with the land transfers which are envisaged in the Structure Note at Exempt Appendix 1 and further referred to in Exempt Appendix 5.
- iv) To delegate to the Director for Place in consultation with the Leader and the Cabinet Member for Regeneration, the authority to appoint officer

representatives to the LLP Board; and review and approve LLP Business Plans (including costs incurred and forecast) in consultation with the Leader and Cabinet Member for Regeneration to require the project board to report back to the JSC (SC) on a regular basis with progression updates and financial reporting

- v) Prior to entering into the LLP to authorise the Director for Place to fund half of the planning costs (estimated in total at £600,000 with BC to fund £300,000) payable in the event that satisfactory planning consent for the development is not satisfied or for any reason the development does not proceed;
- vi) Prior to entering into the LLP to delegate to the Director for Place authority to negotiate the final terms of the agreement with LCR to terminate the Landpool and Promotion Agreement with LCR and to consult with the Leader and Cabinet Member for Resources on the terms of the termination agreement and resource implications
- vii) That the release of £300,000 from the capacity issues reserve to fund the revenue consequences of the unwinding of the LCR agreement as set out in confidential Appendix 5A be approved.
- viii) Delegate to the Cabinet Member for Resources the authority to vire £570,000 from the strategic property investment fund in the event that the new LLP is not in a position to buy back the land associated with the LCR land pooling agreement as set out in confidential appendix 5b
- ix) That it be recommended to Worthing Borough Council to amend the Annual Investment Strategy to allow for the acquisition of shares in the new Joint Venture.
- x) That it be recommended to Worthing Borough Council that it amends the Capital Programme Investment Strategy to approve the capital investment for the purchase of a 50% share in the ownership of the LLP in the sum of £6m funded through the transfer of land and approves the appointment of Worthing Borough Council as a Member to the LLP (through a Members Agreement) and to note that the strategic and operational decisions will be made by the Executive with the project board reporting back regularly to that Committee on progression with finance reports.

(Link to the report on the website e.g. [Joint Strategic Committee - 11 July 2023](#))



Report of the Leader on Decisions taken by Cabinet Members and the Joint Strategic Committee since the last meeting of Council

A Decisions Taken by Individual Cabinet Members

Listed below is a summary of decisions taken by the individual Cabinet Members since the dispatch of the agenda for the last Ordinary Council Meeting. Details can be found on the Cabinet Members Decisions webpage.

Leader

W/LDR/001/23-24 Representing the Council in the Community - appointments to outside organisations

JAW/005/23-24 South Downs National Park Authority Appointment

Deputy Leader

JAW/019/22-23 Adur and Worthing Community Transport Grants Allocation of funds for 2022/23

* JAW/020/22-23 Adur Community Grants

Cabinet Member for Regeneration

W/REG/005/22-23 Levelling Up and Regeneration Bill: Reforms to National Planning Policy

* JAW/001/23-24 Adur Car Park Tariff Review

Cabinet Member for Resources

JAW/021/22-23 Education & Compliance Redundancy

JAW/022/22-23 Grant funding for the HyCrem Project

JAW/004/23-24 Redundancies

Cabinet Member for Housing & Citizen Services

JAW/002/23-24 Emergency Accommodation Contract Award

Cabinet Member for the Environment

None

Cabinet Member for Community Wellbeing

None

Cabinet Member for Culture & Leisure

None

Cabinet Member for Climate Emergency

None

** The Worthing Cabinet Member abstained as this was a matter relating to Adur District Council*

B. Decisions taken by the Worthing Joint Strategic Sub-Committee on 13 June 2023

Details can be found by clicking on this [link](#).

The matters not appearing elsewhere on the agenda:-

**JSS-C(W)/006/23-24 Strategic Priorities for Worthing Borough Council:
2022/23 Progress Update Report and New Priorities
for 2023/24**

The report before members set out the vision and overarching ambition for Worthing Borough Council is that Worthing to become the fairest and greenest coastal town in the UK.

Members discussed the progress made against ambitions within the vision and the hard work that was needed to make that progress.

Decision

That the Worthing Joint Strategic Sub-Committee

1. Noted the progress made by Worthing Borough Council in delivering its ambitions and priorities in 2022/23.
2. Agreed priorities for 2023/24, supporting the ambition of Worthing becoming the fairest and greenest coastal town in the UK.
3. Delegated officers to use these priorities to shape and develop plans for 2024/25.

The purpose of the report before Members was to outline how Worthing Borough Council would deliver an inclusive and ambitious strategic approach to work with and for children and young people.

The purpose of the outlined strategic approach was to set out how Worthing Council, as a Council for the Community, would develop a responsive, proactive and constructive space whereby children and young people were actively engaged and involved as citizens and were visible in all aspects of the Council's core business, as we co-shape our places with communities, in ways which can be evidenced through co-design and co-production.

The paper recognised that much of the direct responsibilities for children and young people sat with other organisations, therefore the principles set out in the report were focused on where the Council could influence or support others to deliver, where collaboration maximised potential and development opportunities. The Council was committed to working with community partners and with young people, to grow community capacity and resilience, leveraging funds and resources into places to produce stronger outcomes and impact.

To embed plans for children and young people in Worthing strong participatory foundations would be built through a co-designed partnership roadmap. This would move the Council beyond initiative-led activities, to develop sustainable forms of participation that were visible in organisational ethos, culture, infrastructure and in decision making processes.

Members lauded the strategy and it was noted that there was a desire to work with the Deputy Leader on the matter in the coming year.

Decision

The Worthing Sub Committee of the Joint Strategic Committee resolved

1. That a framework be adopted for our work with and for children and young people of Worthing, as set out in section 4.
2. That officers continue to develop a live roadmap and that this is reviewed with our Member lead for young people as an established way of doing business.
3. That it be noted that the Council will work with key members of our community to further develop our Worthing specific framework so that we have a definable evidence base to our work for and with children and young people and can measure both outcomes and impacts.

The report provided an update on the delivery of the Housing Needs Assessment for Worthing and which provides an interim data set about our current housing needs.

The Housing Needs Assessment was commissioned in March 2023. Officers engaged Cordis Bright to produce two data sets: a quantitative set of data, which would be released in August 2023; and a qualitative data set, which would be released in November 2023. In addition, the 2022/23 full year homelessness data would be available, which was expected to be published by DLUHC in October 2023.

The assessment was central to the development of 'Our Plan's' housing mission - Everyone has a safe, secure and sustainable home. It would provide important evidence for a number of new strategies including, the new Housing Strategy, the Homelessness and Rough Sleeping Prevention Strategy, and the Strategic Asset Management Plan which will guide decisions about the future use of existing residential assets managed by Adur Homes.

It would also inform Adur and Worthing planning and development strategies for new social and affordable housing supply and more generally it would inform the Housing Needs Team future homelessness prevention activity. This data set as also critical to meet reporting requirements of the Department for Levelling Up, Housing and Communities (DLUHC).

Members were told of the increasingly challenging housing market in Worthing and the challenges faced by private renters who lost their housing due to no fault evictions.

A question was asked about the location of new sites for temporary and emergency accommodations The Cabinet Member for Housing and Citizen Service explained that the Council was under pressure from the duty of care and the duty to relieve homelessness from individuals presented to the Councils (which was increasing at an alarming rate). The most immediate site availability lay in town centre based accommodations that could be converted. The priority for the Cabinet Member was with residents who had been placed outside of the area in hotels with no cooking facilities.

Decision

That the Worthing Joint Strategic Sub-Committee noted

1. the current status of the Adur and Worthing Housing Needs Assessment with quantitative data due in August 2023, and qualitative data to follow in November 2023;

2. the interim data on housing need and demand homelessness as set out in Section 5 of the report;
3. that further reports will be brought to Committee later in the year following receipt of a final report from the consultants due in November 2023.

JSS-C(W)/009/23-24 Redevelopment of 24 Marine Place Worthing to provide Temporary Accommodation

The report sought approval for the re-development of the Council owned property at 24 Marine Place Worthing to provide temporary accommodation and for a budget to complete the development of the site. This followed the publication of the Adur and Worthing Housing Strategy for 2020-2023, 'Delivering Pathways to Affordable Homes' document and subsequent Delivery Plans where plans for a housing development programme were set out.

The increasing demand for emergency and temporary accommodation (EA/TA) in Worthing was outlined, along with the Council's commitment to owning its own stock of EA/TA, and reviews the options available to the Council for the future of the building with development of the site as temporary accommodation the preferred option both economically and in terms of meeting an established local need.

Decision

That the Worthing Joint Strategic Sub-Committee

1. Approved the preferred option for the future of the building at 24 Marine Place set out within this paper to enable the council to fulfil its statutory housing duties under S188 and S193 of the Housing Act 1996.
2. Approved a budget of £1,100,000 from the unallocated temporary and emergency accommodation budget to deliver the project, and to note that the actual sum required from this budget will be lower should we be successful in an application for grant funding from Homes England's Single Homelessness Accommodation Programme (SHAP) for which Worthing Borough Council has been identified as a target authority.
3. Delegated authority to the Director for Housing and Communities to invite tenders for the construction work, and to enter into all necessary contracts to enable the project to progress through the construction phase to completion.

The report before Members updated the members of the SubCommittee on the construction of the Worthing Integrated Care Centre (WICC) and Multi Storey Car Park (MSCP) at Stoke Abbott Road, Worthing. The report set out the key considerations that have affected the construction programme and costs.

The Council agreed a budget for the project at the Joint Strategic Committee in March 2021. Since then the construction industry had experienced extreme cost inflation which had affected the delivery of the project. This report sought approval to increase the overall project budget to account for the effects of this inflation, and as a result of a number of constructions risks materialising.

The report set out an opportunity arising from the project to purchase properties at Heene Road and Shelley Road from Worthing Medical Group subject to the preparation of an appropriate outline business. An accompanying report set out the business case for the use of these properties for the provision of temporary and emergency accommodation. There was a need to approve funding from the Worthing Community Infrastructure Levy towards the fit out costs of the Worthing Integrated Care Centre (WICC) for Worthing Medical Group.

A Question was asked about recuperation of money from a party responsible for a part of the overspend. Given the exempt nature of the question it was agreed that the answer be provided after the meeting via email.

Members discussed the matter and it was noted that NHS Staff were looking forward to moving into the new modern premises.

Decision

That the Worthing Joint Strategic Sub-Committee

1. Noted the updates on the construction programme, cost implications and timescales for delivery of the WICC and MSCP on the former Worthing Town Hall Car Park.
2. Approved a budget virement of £5.63m from the Strategic Property Investment Fund to complete the construction of the WICC and MSCP.
3. Approved release of £1.8m from the Strategic Property Investment Fund to fund the purchase of 23 Shelley Road, Worthing, BN11 4BS and 145 Heene Road, Worthing, BN11 4NY.
4. Delegated authority to the Assistant Director of Regenerative Development in consultation with the Cabinet Member for Regeneration, Leader of Worthing Borough Council and Chief Financial Officer to proceed with the purchases of 23 Shelley Road, Worthing, BN11 4BS and 145 Heene Road, Worthing, BN11

4NY. Note that a separate report on the development of Heene Road and Shelley Road will be presented to the Committee detailing the options for the properties.

5. Delegated authority to the Assistant Director of Regenerative Development to:
 - a. Appoint Savills Property Management services to oversee the facility management of the WICC and note costs of £170,000 to undertake the commissioning of the facility management for the WICC.
 - b. To procure for and make any further consultancy appointments to execute and conclude the delivery of the WICC/MSCP scheme, providing that the appointments are within the approved budget.
6. Approved the expenditure of £320k from the Worthing CIL Pot to NHS Sussex to help fund the fit out of the Worthing Integrated Care Centre (WICC), as outlined in the Infrastructure Investment Plan (IIP) and the creation of a capital budget within the Council's capital programme.

JSS-C(W)/11/23-24 Outline Business Case for acquisition of properties at Shelley Road and Heene Road

The report before Members followed the publication of the Adur and Worthing Housing Strategy for 2020-2023, 'Delivering Pathways to Affordable Homes' document and subsequent Delivery Plans where plans for a housing development programme were set out. The report outlined the increasing demand for emergency and temporary accommodation (EA/TA) in Worthing and the Council's commitment to owning its own stock of EA/TA.

This report set out the business case to support the acquisition of the properties at 23, Shelley Road and 145, Heene Road Worthing which; subject to the approval of the recommendations contained within JSSC report entitled 'Update on the Worthing 7 Integrated Care Centre Project', and on condition of exchange of the agreement for lease with WMG; were to be purchased from the Worthing Medical Group (WMG) to help facilitate their move to the Worthing integrated Care Centre (WICC).

Potential options available to the Council on acquisition of the properties were reviewed, identification of the preferred options were made and outline given on the budget required to investigate the preferred options in more detail.

Following agreement on the preferred options, approval was sought to progress with outline plans for the redevelopment of 23, Shelley Road to provide emergency and temporary accommodation for eligible households in need, and for further additional work to be undertaken to examine the options for retention, redevelopment or disposal of 145, Heene Road.

A question was asked by the Leader of the opposition about the costs of purchasing the properties given the exempt nature of the information and after advice from the

Monitoring Officer it was agreed that the information be supplied via email at the conclusion of the meeting.

Decision

That the Worthing Sub Committee of the Joint Strategic Committee

1. Noted the options available to the Council for the future use of the properties at Shelley and Heene Road following their acquisition.
2. Approved a budget of £30,000 to complete options appraisals for both properties, to involve outline design and survey work.
3. Delegated authority to the Director for Housing and Communities in consultation with the Cabinet Member for Housing and Citizen Services to agree the preferred option for each site.
4. Approved a budget of £137,000 to take the scheme at 23 Shelley Road to planning application stage should the preferred option be for redevelopment.
5. Noted that a budget of £65,000 will be required to take a scheme at 145 Heene Road to the planning application stage should the preferred option for redevelopment be demonstrated on production of a business plan.
6. Noted that a further report will be produced for approval at Worthing Sub Committee which will detail the development proposals and the budget required to complete both projects.

C. Decisions taken by the Joint Strategic Committee on 11 July 2023

Details can be found by clicking on this [link](#).

The matters not appearing elsewhere on the agenda:-

JSC/009/23-24 Renewal of insurances contract - Use of urgency powers

The report notified members that the Chief Executive used their urgency powers to award the insurance contract for the period 1st June 2023 to 31st May 2026 with the option to extend for a further 2 years.

Members discussed the report and agreed that the use of emergency powers was justified.

Decision

i) The Joint Strategic Committee notes that the Chief Executive used her urgency power to approve the renewal of the contracts as follows:

- a) Lot 1 - Zurich Municipal
- b) Lot 2 - RMP (Risk Management Partners)
- c) Lot 3 - Zurich Municipal
- d) Lot 4 - RMP

ii) The Joint Strategic Committee is asked to approve the use of the Capacity Issues Reserve to fund the additional costs as set out in section 6.0 of the report.

JSC/010/23-24 Proactive working with residents in Adur and Worthing: an update

In February 2021 this Committee received the report, Covid Benefit Measures impact on vulnerable residents, detailing how the Councils would develop proactive interventions to address issues arising from the Covid-19 pandemic and the cost of living crisis. The report set out how the Councils would work with Policy in Practice and its Low Income Family Tracker (LIFT) platform to use data to identify and target interventions.

Proactive had been developed to describe a way of working which used data to target interventions aimed at reducing vulnerability and enhancing resilience. The work was core to the delivery of the mission to enable more people to thrive, focusing on enabling residents to be healthy, resilient and resourceful, to access the right help when they needed it and to ensure that everyone had access to a home and the help they needed to sustain their tenancy.

Proactive was about more than just the data. The Councils would work to redesign front line services to respond to the evidence. The Councils were seeing the benefits of working in a more proactive way. It was focused on hardwiring a more proactive approach into how officers collect income and recover debt, ensuring that this was aligned to the new corporate debt policy, which was premised on being fair, consistent and sensitive to people's needs. The Councils were also designing more capacity into teams to enable the Councils to become more proactive in its approach to residents that needed help and support early, to enable them to manage and become more resilient. Working alongside community partners, officers would continue to develop the cost of living working within neighbourhoods and places, building strong community capacity to ensure that communities had what they needed to help each other during difficult times.

The report updated Members about the progress made, the cohorts that had been contacted and the impact to date. It shared information about TellJO - an online wellbeing assessment tool - and how officers had been using this with some early

cohorts. Members were also updated on broader work to implement our income recovery approaches.

Members were asked to note that the next phase for Proactive would require the implementation of the new leadership structure to be in place. In the interim, the report sets out the use of the Shared Prosperity Fund and Homelessness Prevention Grant to support much needed capacity for this work.

Finally, Members were asked to note that Proactive was connected to the work of the Councils through the respective Cost of Living road maps, working with communities and partners across Adur and Worthing and within local neighbourhoods.

A question was asked about comparative data and how proactive had impacted individual wards. Members were told that additional capacity would allow the team to analyse data on a more forensic level.

Members discussed the item and lauded the work of the teams involved and the collaborative work carried out the partner organisations

Decision

- i) that the contents of the report and progress made by Proactive be noted
- ii) that the refocusing of this work as set out in relation to outcomes focused on alleviating housing front door pressures (Paragraph 5.12) 134 be supported
- iii) that the next steps for this work, including confirming the breakdown for the allocation of the Shared Prosperity Fund for Proactive during 2023/4 and 2024/25, as set out in paragraphs 5.10-5.14) be approved
- iv) that it be noted that the governance for this work sits with the respective Adur Cabinet Member for Adur Homes and Customer Services and the Worthing Cabinet Member for Housing and Citizen Services
- v) that a budget virement to create a programme of work for Proactive as set out in this report, funded from the UK Shared Prosperity Fund be approved, as follows:
 - a) £141,480 for 2023/24:
 - Adur £59,480
 - Worthing £82,000
 - b) £658,250 for 2024/25 (noting this is the committed Proactive and Cost of Living allocation):
 - Adur £340,520
 - Worthing £318,000

JSC/11/23-24 Regulating wisely: Updated Adur and Worthing Public Health & Regulation Enforcement Policy

The report introduced the updated Public Health and Regulation Enforcement Policy. The Policy provided a regulatory framework to improve the health, safety and wellbeing of businesses, communities and places.

A question was asked about the method of the public consultation process and the limited response was acknowledged

Members noted the positive approach outlined in the report and approved the recommendations therein.

Decision:

That the Public Health & Regulation Team Enforcement Policy be approved for a further period of three years, until July 2026.

JSC/12/23-24 Review of Joint Strategic Committee Pilot Scheme

On 7 June 2022 the Joint Strategic Committee introduced a pilot scheme to make use of Joint Strategic Committee Subcommittees for a period of one year.

The purpose of the Report was to; update Members on the use of the pilot scheme; how it had worked in the last year and to provide Members with data and observations on the use of Sub-Committees, with a view to extending the pilot scheme to enable a wider review of the constitution and decision making between our two Councils, to ensure it is effective, streamlined and reflects our annual planning process.

A question was asked about public engagement in meetings taking place in the community. The Monitoring Officer undertook to provide a response after the meeting.

Members advocated an extension to the scheme and approved the recommendations within the report.

Decision:

That the Joint Strategic Committee

- i) Notes the contents of this Report and an extension to the Pilot scheme subject to the proposed amendments to the scheme as set out at paragraph 4 of this report be approved.

ii) Agrees to the proposal to reconvene the Constitution Working Group set up by the Joint Audit & Governance Committee on 31st May 2022 to consider further Constitutional amendments to both Councils' Constitutions

D. Urgent Decisions taken by the Cabinet

Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 (as amended).

None.

Local Government Act 1972

Background papers

None.

**Councillor Dr Beccy Cooper
Leader of the Council**



WORTHING BOROUGH
COUNCIL

Worthing Council
18 July 2023

Ward(s) Affected: All

Pay Policy Statement 2022/2023

Report by the Director for Sustainability and Resources

Officer Contact Details

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Executive Summary

1. Purpose

- 1.1. To comply with all legislation and government guidance on transparency in pay within the Council, the constitution states that the Director for Sustainability and Resources will take a Pay Policy Statement to Council annually.
- 1.2. The Pay Policy Statement for 2022/23 is set out in Appendix 1.

2. Recommendations

- 2.1 That the Council is recommended to note and approve the Pay Policy Statement 2022/23 set out in Appendix 1.

3. Context

- 3.1 The Council along with all other Local Authorities in England are required to prepare a Pay Policy Statement each year. 2012 was the first year these Statements had to be published.
- 3.2 The Localism Act includes an expression of the Government's aim that there is improved transparency about how public money is spent, including that of pay.
- 3.3 The Pay Policy Statement must articulate a Council's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff ("chief officers") and its lowest paid staff.
- 3.4 The Councils are individual employers (albeit in a partnership arrangement with each other) and as such have the autonomy to make decisions on pay that are appropriate to local circumstances and which deliver value for money for the local taxpayer.

4. Issues for consideration

- 4.1 In producing the Pay Policy Statement (attached as Appendix 1) account has been taken of the fact that the partnership arrangement is between Adur District Council and Worthing Borough Council. However, separate Pay Policy Statements have been produced for the two Councils.
- 4.2 Following the Leadership redesign in 2022/2023, grade 14 was reviewed and amended to allow for incremental scale points, in order to support the assessment of the new Assistant Director roles. The spinal column points (SCPs) were calculated based on the average percentage difference between the different spinal column points.
- 4.3 In undertaking the analysis of pay, (in particular the pay ratio between the median average salary of staff who are not chief officers and the Chief Executive) officers who form part of the shared service structure are treated as the Council's employees for the purpose of this exercise.
- 4.4 In paragraph 2.4, reference is made to the Council developing an approach to pay that seeks to achieve value for money. Since the introduction of Partnership working there has been a significant reduction in the size of the Council's Management Team.

| | Chief Executive | Directors | EHoS | Heads of Service |
|-----------------------------------|-----------------|-----------|------|------------------|
| Pre Partnership | 2 | 4 | 17 | 0 |
| 1 st April 2008 | 1 | 3 | 10 | 0 |
| June 2009 | 1 | 2 | 10 | 0 |
| March 2010 | 1 | 2 | 9 | 0 |
| May 2011 | 1 | 2 | 8 | 0 |
| August 2011 | 1 | 2 | 7 | 0 |
| April 2014 (revised structure) | 1 | 4 | 0 | 13 |
| April 2018 (revised structure) | 1 | 4 | 0 | 12 |
| April 2019 | 1 | 3 | 0 | 14 |
| April 2020 | 1 | 3 | 0 | 12 |
| April 2021 | 1 | 3 | 0 | 13 |
| April 2022 | 1 | 3 | 0 | 13 |

4.5 A cost allocation mechanism is in place for the Council's Management Team as follows:

| Post | Adur | Worthing |
|-----------------|------|----------|
| Chief Executive | 50% | 50% |
| Directors | 50% | 50% |

5. Financial Implications

5.1 There are no financial implications to publishing the Pay Policy Statement. The cost of all posts are allowed for within the Council's overall budget.

6. Legal Implications

6.1 The Pay Policy Statement is a statutory requirement under Section 38 (1) of the Localism Act 2011.

6.2 DCLG guidance on the Pay Policy Statement advises that the Secretary of State does not consider that the statement engages the Data Protection Act as they contain general principles underpinning decisions on pay and not personal data.

Local Government Act 1972

Background Papers:

Openness and accountability in local pay: Guidance under section 40 of the Localism Act. DCLG February 2012.

Localism Act: Pay Policy Statements. Guidance for Local Authority Chief Executives Supplementary Note 2. LGA / ALACE 1st March 2012.

Minutes of the respective Council meetings in February 2012 – Worthing Borough Council 21 February and Adur 23 February.

SCHEDULE OF OTHER MATTERS

1.0 COUNCIL PRIORITY

1.1 Ensuring Value for Money and low Council Tax

2.0 SPECIFIC ACTION PLANS

2.1 The Pay Policy Statement complements the Councils' Equalities Policy.

3.0 SUSTAINABILITY ISSUES

3.1 Matter considered and no issues identified.

4.0 EQUALITY ISSUES

4.1 The Council has a Job Evaluation scheme designed to ensure equality in pay and remuneration.

5.0 COMMUNITY SAFETY ISSUES (SECTION 17)

5.1 Matter considered and no issues identified

6.0 HUMAN RIGHTS ISSUES

6.1 The report recommends adoption of a Policy that is consistent with legislation relating to Data Protection and the handling of personal information.

7.0 REPUTATION

7.1 Failure to publish a Pay Policy Statement could result in negative reputational damage to the Council.

8.0 CONSULTATIONS

8.1 Matter considered and no issues identified

9.0 RISK ASSESSMENT

9.1 Matter considered and no issues identified

10.0 HEALTH & SAFETY ISSUES

10.1 Matter considered and no issues identified.

11.0 PROCUREMENT STRATEGY

11.1 Matter considered and no issues identified

12.0 PARTNERSHIP WORKING

12.1 The Council's approach to pay is undertaken in a Partnership Agreement between Adur District Council and Worthing Borough Council.

**WORTHING BOROUGH COUNCIL PAY POLICY STATEMENT -
FINANCIAL YEAR 2022-23**

1.0 PURPOSE

1.1 This Pay Policy Statement is provided in accordance with Section 38(1) of the Localism Act 2011 and this will be updated annually from April each year.

This Pay Policy Statement sets out Worthing Borough Council's policies relating to the pay of its workforce for the financial year 2022-23, in particular:

- (a) The remuneration of its Chief Officers;
- (b) The remuneration of its 'lowest paid employees';
- (c) The relationship between:
 - (i) The remuneration of its Chief Officers and;
 - (ii) The remuneration of its employees who are not Chief Officers.

2.0 DEFINITION

2.1 For the purpose of this Pay Policy, the following definitions will apply:

- (a) 'Pay' in addition to salary includes charges, fees, allowances, benefits in kind, increases in/enhancements to pension entitlements, and termination payments;
- (b) To enable meaningful comparison of posts, the Council uses full-time equivalent salaries as set out in its pay structure;
- (c) 'Chief Officer' refers to the following roles within Worthing Borough Council:
 - (i) Chief Executive, as Head of Paid Service;
 - (ii) Directors x 3; these officers are members of the Council's Leadership Team.
 - (iii) The Council's Monitoring Officer
 - (iv) The Council's Section 151 Officer

- (v) Any non administrative roles which directly report into the Chief Executive

2.2 'Lowest paid employees' refers to those staff employed within Grade 1 on the Council's pay framework.

The above definition for the 'lowest paid employees' has been adopted because Grade 1 is the lowest grade on the Council's pay framework. The bottom point on the pay scale as at 1st April 2022 is spinal column point 1 (£20,258) per annum. This excludes apprenticeships/trainee posts where we are guided by National Minimum Wage requirements.

2.3 'Employee who is not a Chief Officer' refers to all staff who are not covered under the Chief Officer group above (2.1). This includes the 'lowest paid employees'.

3.0 PAY FRAMEWORK REMUNERATION LEVELS

3.1 Remuneration at all levels needs to be adequate to secure and retain high-quality employees dedicated to fulfilling the Council's business objectives and delivering services to the public. This has to be balanced by ensuring remuneration is not, nor is seen to be, unnecessarily excessive. Each Council has responsibility for balancing these factors and each Council faces its own unique challenges on opportunities in doing so and retain flexibility to cope with various circumstances that may arise that might necessitate the use of market supplements or other such mechanisms for individual categories of posts where appropriate.

3.2 Pay Framework

It is essential for good governance that decisions on pay and reward packages for Chief Executives and Chief Officers are made in an open and accountable way and that there is a verifiable and accountable process for recommending the levels of top salaries.

The Council's current pay framework for staff other than Chief Officers who are working jointly for Adur District Council and Worthing Borough Council was approved on 3rd February 2009 by the Joint Staff Committee and is based on the National Joint Council for Local Government Services: National Agreement on Pay and Conditions of Service.

Further details of the Joint Staff Committee can be found at: <http://www.adur-worthing.gov.uk/committee/>

Adur District Council's current pay framework for staff employed by Adur, but not working jointly with Worthing Borough Council as set out in Table 1 was agreed by the Corporate Resources Committee in June 2002.

3.3 Job Evaluation

The Council has adopted the Greater London Provincial Council (GLPC) Job Evaluation Scheme. All posts have been subject to the evaluation process which ensures that the grade for each role is determined on a consistent basis. This followed a national requirement for all local authorities and other public sector employers to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer.

Worthing Borough Council determined a local pay framework and the overall number of grades is 14 with 65 spinal column points within the grade ranges 1 (lowest) to 14 (highest). Grade 14 (SCPs 62 - 65) is a new addition to the Adur District Council pay scale to cover roles that are evaluated as higher than grade 13. These spinal column points were calculated based on the average incremental amounts between the spinal column points in grade 13.

As part of the job evaluation process, each employee who is not a Chief Officer will be placed on one of the 14 grades based on the job evaluation of their role. The employees can progress to the salary range maximum of their grade subject to assessment of their performance as part of on-going supervision and performance management practices.

Pay awards are considered annually for staff as part of the National Local Government pay bargaining process.

4.0 REMUNERATION - LEVEL AND ELEMENT

4.1 Salaries

The group of Chief Officers (2.1), is paid outside of the Council's pay framework, which applies to all other employees. The Joint Senior Staff Committee determines the terms and conditions of Chief Officers, subject to the approval, by Council of salaries in excess of £100,000.

Further details of the Joint Senior Staff Committee can be found at:

<https://democracy.adur-worthing.gov.uk/mgCommitteeDetails.aspx?ID=162>

The pay awarded to Chief Officers is based on a spot salary with no grade range or incremental progression. Salary is subject to the same percentage pay award agreed as part of the National Local Government pay bargaining process. The spot salary for Chief Officers was based on market testing undertaken by an Independent Consultant and was implemented on 1st April 2008.

The salary of the Chief Executive as at 1st April 2022 is £125,406 full time equivalent, with additional payments for the role of Returning Officer at elections.

Election duty payments are made to the Returning Officer (Chief Executive) and the Deputy Returning Officers (Directors). The pay for these roles is set out nationally for National Elections and for Local Elections, the scale is set jointly by West Sussex Local Authorities.

A review of the salary of the Chief Executive was undertaken in 2021/22 with a new pay scale proposed in the range from £134,000 rising to £155,000. This was approved by Worthing Borough Council on the 20th July 2021. The salary of the Chief Executive for 2022/23 £138,725.03 full time equivalent, with additional payments for the role of Returning Officer at elections.

The Council publishes details of all senior officer salaries including Chief Officers within the statement of the accounts in compliance with the requirements of the transparency code. Details can be accessed at the following web address:

<http://www.adur-worthing.gov.uk/about-the-councils/finance/statement-of-accounts/> .

All staff are paid directly. Staff may ask for part of their salary to be paid into the pension fund to support their future retirement in accordance with the Council's Pensions Discretions policy. No payment arrangements which might be viewed as tax avoidance will be countenanced.

Currently the approved remuneration for 2022/23 for each of the Chief Officers is:

| | £ |
|---|-------------------|
| Director of Communities | £104,418 |
| Director of Digital, Sustainability and Resources | £105,793 |
| Director of Economy | £103,756 |
| Head of Housing | £77,377 - £84,133 |
| Chief Financial Officer (Section 151 Officer) | £77,377 - £84,133 |
| Head of Legal (Monitoring Officer) | £77,377 - £84,133 |
| Director of Coastal West Sussex Partnership | £52,189 - £57,180 |
| Head of Communications | £52,189 - £57,180 |
| Administration Manager | £42,503 - £46,549 |
| Policy Officer | £38,296 - £41,496 |
| Data and Evidence lead | £52,189 - £57,180 |

4.2 'Lowest paid employees'

Each lowest paid employee is paid within the salary range for Grade 1, Spinal Column Point 1 (£20,258 as at 1st April 2022) - Spinal Column Point 3 (£20,812 as at 1st April 2022).

Note: for employees paid on The National Minimum Wage for their age the rates are as follows from 1st April 2022:

| | |
|----------------------|----------------|
| Apprentice: | £4.81 per hour |
| Under 18 | £4.81 per hour |
| 18 – 20 | £6.83 per hour |
| 21 - 22 | £9.18 per hour |
| National Living Wage | £9.50 per hour |

4.3 Bonuses

Additional duties and Special merit payments can be made to staff, not including Chief Officers, as one-off payments in recognition of duties and/or acting-up duties undertaken that are additional to that expected from the normal day-to-day work. The size of the award paid to employee(s) is commensurate with the work being rewarded.

4.4 Chief Officers are subject to the same performance management process as the lowest paid employees and employees who are not Chief Officers. Chief Officers do not receive any incremental progression. The Chief Officers are subject to the same remuneration policies as all the other Council employees including termination payments, and other payments as detailed in the Council's Pay and Reward Policy.

4.5 Charges, fees, any allowance or other payments will only be made to staff in connection with their role or the patterns of hours they work and must be in accordance with the Council's policy.

The following allowances and benefits are available to staff and Chief Officers:

- (a) Health insurance (closed to new entrants);
- (b) Life assurance (closed to new entrants);
- (c) Long service increments (closed to new entrants);
- (d) Salary sacrifice scheme;
- (e) Benefits such as arranging group or staff discount schemes;
- (f) Child care provision or allowances;

- (g) Discounted sports facilities/benefits;
- (h) Membership of professional organisations, where such membership is necessary for the carrying out of their employment.

4.6 Pension

All employees, as a result of their employment, are eligible to join the Local Government Pension Scheme. Locally this scheme is administered by Hampshire County Council.

The Council will allow staff to take flexible retirement where they can access up to 80% of their previous salary and their pension benefits in accordance with the LGPS Pension Framework.

4.7 Severance Payments

The following types of severance payments can be made to staff:

- (a) Compulsory redundancy;
- (b) Voluntary redundancy;
- (c) Efficiency of the service;
- (d) Added pension benefit on leaving employment due to redundancy or efficiency of the service;
- (e) Conversion of lump sum compensation payment into additional Local Government Pension Scheme membership;
- (f) Voluntary early retirement;
- (g) Flexible retirement;
- (h) Exceptional compassionate grounds.

If there is less than a four week period between someone being made redundant from another Council and joining Worthing Borough Council, they will be required to repay their redundancy to their previous employer. If the break is greater than 1 month, their continuous service is broken.

All redundancy and efficiency of service payments are approved by the Cabinet Member for Resources.

Any severance packages with a value of over £100,000 will go to Full Council for approval.

The Council's Joint Staff Committee approved the Managing People Change Policy on 24th July 2018, which sets out the Council's approach to redundancy; this policy applies to all staff, including Chief Officers.

4.8 New starters joining the Council

The Council approves the pay scales for all council roles, including those for the Chief Executive and the Directors.

Employees new to the Council will normally be appointed to the first Spinal Column Point of the salary range for their grade. Where the candidate's current employment package would make the first point of the salary range unattractive (and this can be demonstrated by the applicant in relation to current earnings) or where the employee already operates at a level commensurate with a higher salary, a higher salary may be considered by the recruiting manager. This will be within the salary range for the grade. The grade will be determined by the Job Evaluation Scheme.

In professions where there is a particular skill shortage, as a temporary arrangement, it may be necessary to consider a market supplement to attract high quality applicants. The Council's market supplements are subject to annual review.

The Council's Contract Standing Orders provides detail regarding not re-employing anyone within 6 months of them leaving.

5.0 RELATIONSHIP BETWEEN REMUNERATION OF CHIEF OFFICERS AND EMPLOYEES WHO ARE NOT CHIEF OFFICERS

5.1 The median average salary of employees who are not Chief Officers is £32,020. The pay ratio between the median average and the salary of the Chief Executive is 1:4.33.

6.0 PAY POLICY REVIEW STATEMENT REVIEW AND PUBLICATION

6.1 Any changes to the Pay Policy must be subject to agreement by the Council. A Pay Policy Statement will be published each year.

Pay Spine from 1st April 2022**APPENDIX 1**

| Grade | Spinal Column Point | 2021/22 | 2022/23 |
|--------------|----------------------------|----------------|----------------|
| 1 | 1 | £ 18,333 | £ 20,258 |
| | 2 | 18,516 | 20,441 |
| | 3 | 18,887 | 20,812 |
| 2 | 4 | 19,264 | 21,189 |
| | 5 | 19,650 | 21,575 |
| | 6 | 20,043 | 21,968 |
| 3 | 7 | 20,444 | 22,369 |
| | 8 | 20,852 | 22,777 |
| | 9 | 21,269 | 23,194 |
| | 10 | 21,695 | 23,620 |
| | 11 | 22,129 | 24,054 |
| 4 | 12 | 22,571 | 24,496 |
| | 13 | 23,023 | 24,948 |
| | 14 | 23,484 | 25,409 |
| | 15 | 23,953 | 25,878 |
| | 16 | 24,432 | 26,357 |
| | 17 | 24,920 | 26,845 |
| 5 | 18 | 25,419 | 27,344 |
| | 19 | 25,927 | 27,852 |
| | 20 | 26,446 | 28,371 |
| | 21 | 26,975 | 28,900 |
| | 22 | 27,514 | 29,439 |
| | 23 | 28,226 | 30,151 |
| | 24 | 29,174 | 31,099 |
| | 25 | 30,095 | 32,020 |
| 6 | 26 | 30,984 | 32,909 |
| | 27 | 31,895 | 33,820 |
| | 28 | 32,798 | 34,723 |
| | 29 | 33,486 | 35,411 |
| | 30 | 34,373 | 36,298 |
| | 31 | 35,336 | 37,261 |
| 7 | 32 | 36,371 | 38,296 |
| | 33 | 37,568 | 39,493 |
| | 34 | 38,553 | 40,478 |
| | 35 | 39,571 | 41,496 |

| Grade | Spinal Column Point | 2021/22 | 2022/23 |
|-------|---------------------|---------|---------|
| 8 | | £ | £ |
| | 36 | 40,578 | 42,503 |
| | 37 | 41,591 | 43,516 |
| | 38 | 42,614 | 44,539 |
| | 39 | 43,570 | 45,495 |
| 9 | 40 | 44,624 | 46,549 |
| | 41 | 45,966 | 47,891 |
| | 42 | 47,061 | 48,986 |
| | 43 | 48,163 | 50,088 |
| 10 | 44 | 49,216 | 51,141 |
| | 45 | 50,264 | 52,189 |
| | 46 | 51,310 | 53,235 |
| | 47 | 52,594 | 54,519 |
| 11 | 48 | 53,909 | 55,834 |
| | 49 | 55,255 | 57,180 |
| | 50 | 58,330 | 60,255 |
| 12 | 51 | 60,632 | 62,557 |
| | 52 | 64,270 | 66,195 |
| | 53 | 67,012 | 68,937 |
| | 54 | 68,794 | 70,719 |
| 13 | 55 | 70,790 | 72,715 |
| | 56 | 72,841 | 74,766 |
| | 57 | 74,955 | 76,880 |
| | 58 | 75,452 | 77,377 |
| 14 | 59 | 77,640 | 79,565 |
| | 60 | 79,890 | 81,815 |
| | 61 | 82,208 | 84,133 |
| 14 | 62 | 84,590 | 86,515 |
| | 63 | N/a | 88,998 |
| | 64 | N/a | 91,552 |
| | 65 | N/a | 94,180 |