



Pay Policy Statement 2025

February 2025

1. Introduction

- 1.1 Under s112 of the Local Government Act 1972 the Authority has the “power to appoint officers on such reasonable terms and conditions as it thinks fit”. This Pay Policy sets out the Authority’s approach to pay in accordance with the requirements of s38 of the Localism Act 2011. Although the requirements of the Act do not directly apply to the Authority, this statement is being published to demonstrate the Authority’s commitment to openness and transparency in matters of pay.
- 1.2 The purpose of this statement is to provide transparency about the Authority’s approach setting the pay of its employees by identifying:
- The methods by which the salaries of all employees are determined.
 - The details of the remuneration of its most senior employees.
 - The relationship between the salary of its most senior employees and other employees.
- 1.3 This document is updated at least annually either prior to the beginning of the financial year in April or following the agreement of the national pay award.

2. Other legislation relevant to pay and remuneration

- 2.1 In determining the pay and remuneration of its employees the Authority will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, and where relevant the Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014. The Authority ensures that there is no pay discrimination within its pay structures and that pay differentials can be objectively justified using job evaluation mechanisms which directly establish the relative level of posts in grades according to the requirements, demands and responsibilities of the role.
- 2.2 The Authority utilises the Korn Ferry (Hay) job evaluation scheme for all roles.

3. Pay structure

- 3.1 The Authority’s pay structure of spinal column points and grades is set out in Appendix A. This reflects the nationally agreed pay award backdated to 1st April 2024, including the impact of the average national pay award on the locally determined spinal points.
- 3.2 Annual salary increases for all staff (including senior managers) are set through national negotiations between the local government employers and the recognised trades unions within the National Joint Council for Local Government Services.
- 3.3 Where evidence exists of recruitment and retention issues it may be necessary to make additional payments to reflect pay levels in the wider labour market to attract and retain employees with particular skills, knowledge and experience. In such instances the Authority will use evidence of relevant market comparators, using data sources available within the local government sector, the financial services sector and beyond as appropriate and will review any such payments at regular intervals of no longer than every three years.

4. Definitions

4.1 The Localism Act refers to the position of Chief Officer, which, in terms of the South Yorkshire Pensions Authority is defined as:

- Head of Paid Service designated under s4 (1) of the Local Government and Housing Act 1989
- Clerk as required under Local Government Act 1985 and the Local Government Reorganisation (Pensions etc.) (South Yorkshire) Order 1987
- Monitoring Officer designated under s5 (1) of the Local Government and Housing Act 1989
- Chief Finance Officer designated under s73 of the Local Government Act 1985
- A Non-Statutory Chief Officer as defined in s2 (7) of the Local Government and Housing Act 1989

4.2 In the case of the South Yorkshire Pension Authority these definitions encompass the following roles:

Head of Paid Service and Clerk	Director
Chief Finance Officer	Assistant Director – Resources
Monitoring Officer	Head of Governance and Corporate Services
Chief Officer	Assistant Director – Investment Strategy Assistant Director – Pensions

4.3 Remuneration is defined as the pay an individual receives.

5. Director remuneration

5.1 The current post holder took up the role on 12th February 2018. This is a spot salary and there is no incremental progression.

Grade	Salary at 01/04/2025
N	£135,146

5.2 The Director’s remuneration is determined by the Authority. The terms and conditions of service relating to this post are in accordance with the Joint Negotiating Committee for Local Authority Chief Officers, with the exception that annual pay increases are tied to the headline increase in the main pay scale of the National Joint Council for Local Government Services.

5.3 The last review of the Director role salary was undertaken by Authority Members in June 2022, when the salary level was fixed at the median for similar roles in comparable local government pension funds, and the changes agreed were implemented to take effect from 1 July 2022.

Additional Allowances

5.4 The Director is not entitled to any additional allowances such as telephone, or lease car, and is not designated as a car user, due to his own circumstances, any future postholder would be designated as a casual car user.

5.5 Rules in relation to reimbursement of travel and subsistence etc. are the same as for all other posts within the Authority.

5.6 The Authority’s flexi-time scheme does not apply to the Director.

6. Assistant Director remuneration

6.1 The substantive grades for the three Assistant Director roles reporting to the Director are as follows:

Post	Grade	Salary Range at 01/04/2025
Assistant Director – Investment Strategy	M	£90,658 - £99,675
Assistant Director – Pensions	M	£90,658 - £99,675
Assistant Director - Resources	M	£90,658 - £99,675

6.2 Progression through the grade occurs through the payment of an additional annual increment on 1st April each year, until the top of the grade is reached.

6.3 The terms and conditions of service relating to these posts are in accordance with the Joint Negotiating Committee, with the exception that annual pay increases are tied to the headline increase in the main pay scale of the National Joint Council for Local Government Services.

Additional Allowances

6.4 The Assistant Directors are each designated as casual car users.

6.5 Any other allowances relating to the posts are the same as for all other posts within the Authority, for example, reimbursement of fuel expenditure for business travel, and the ability to claim reimbursement for relevant professional subscriptions.

6.6 The Assistant Director – Resources receives an additional responsibility allowance equivalent to 10% of salary reviewable annually, reflecting additional responsibilities in deputising for the Director.

6.7 The Assistant Director – Investment Strategy receives an additional market supplement equivalent to 20% of salary reviewable at least every three years, reflecting the additional remuneration required to attract and retain a suitably qualified role holder for this post as evidenced by benchmarking of pay against comparable roles.

6.8 All members of staff who participate in the Authority’s Hybrid Working Policy, including the Assistant Directors but excluding the Director, receive a £26 per month allowance.

6.9 The Authority’s flexi-time scheme does not apply to Assistant Directors.

7. Monitoring Officer remuneration

7.1 The Head of Governance & Corporate Services who holds the role of Monitoring Officer and reports to the Assistant Director – Resources is paid as follows:

Grade	Salary Range at 01/04/2025
L	£67,030 - £75,892

- 7.2 Progression through the grade occurs through the payment of an additional annual increment on 1st April each year, until the top of the grade is reached.
- 7.3 The terms and conditions of service relating to this post are in accordance with the Joint Negotiating Committee, with the exception that pay increases are tied to the headline increase in the main pay scale of the National Joint Council for Local Government Services.

Additional Allowances

- 7.4 The Head of Governance & Corporate Services is designated as a casual car user.
- 7.5 Any other allowances relating to this post are the same as for all other posts within the Authority, for example, reimbursement of fuel expenditure for business travel, and the ability to claim reimbursement for relevant professional subscriptions.
- 7.6 All members of staff who participate in the Authority’s Hybrid Working Policy, including the Head of Governance & Corporate Services but excluding the Director receive a £26 per month allowance.
- 7.7 The Authority’s flexi-time scheme applies to the Head of Governance & Corporate Services.

8. Recruitment of the Director, Chief Finance Officer, Chief Officers and Monitoring Officer

- 8.1 Where there is a requirement to recruit to the post of Director, Chief Finance Officer, Chief Officer, or Monitoring Officer post then the relevant provisions of the Authority’s constitution will apply.

9. Salary on appointment

- 9.1 Under normal circumstances all new appointments to a post of Chief Finance Officer, Chief Officer or Monitoring Officer will be made at the bottom spinal point of the grade unless there are objective reasons for not doing so. Any appointment above the bottom spinal column point will require the approval of the Director.

10. Performance Related Pay

- 10.1 The Localism Act requires details of any performance related pay arrangements to be disclosed. South Yorkshire Pensions Authority does not operate any such arrangements.

11. Relationship between Director/Chief Officer pay and other employees

- 11.1 The following information is provided to assist with understanding the ratio calculations. Figures shown are based on pay data at 1 April 2024.

Director Salary =	£135,146 (spot salary)
Chief Officer Median Salary =	£ 95,167
Authority Median Full Time Salary =	£ 33,366
Authority Lowest Full Time Salary =	£ 23,656

11.2 Pay Ratios

Post	Benchmark Salary	Ratio
Director’s Salary	Chief Officer Median Salary	1: 1.4
Director’s Salary	Authority Median Salary	1: 4.1
Chief Officer Median Salary	Authority Median Salary	1: 2.9
Director’s Salary	Authority Lowest Salary	1: 5.7
Chief Officer Median Salary	Authority Lowest Salary	1: 4.0

11.3 The Hutton report “Fair Pay in the Public Sector” recommended that the Director’s salary should not exceed 20 times that of the lowest paid worker. The above table shows that with a ratio of 5.7 times South Yorkshire Pensions Authority more than meets this requirement.

12. Lowest paid employee

12.1 The lowest grade in the pay structure is Grade A, scale points 2 - 3 (£23,656 - £24,027) at 01/04/2024. This grade is used for Apprentice roles only. The lowest salary that an employee other than an apprentice can receive is on Grade B, scale points 4 - 7 (£24,404 - £25,584). The lowest actual salary currently being paid on this grade is SCP 6, £25,183.

13. Termination payments

12.1 The Authority’s redundancy policy applies equally to all employees regardless of their grade. A redundancy payment will be paid to an employee when their post is made redundant and there are no suitable redeployment opportunities.

12.2 The Authority does not have a policy which allows for the automatic enhancement of an employee’s pensionable service on termination.

13. Employer pension contributions

13.1 The Authority contributes to the Local Government Pension Scheme in 2024/25 and 2025/26 for all its employees who are members equally at the rate of 19.0% of employee’s pensionable pay. This rate is set by the actuary for the South Yorkshire Pension Fund and is reviewed every three years.

14. Employee pension contributions

14.1 Employees in the Local Government Pension Scheme will pay the following contributions as a proportion of their pensionable pay with effect from **1st April 2025**.

Pensionable Pay From	Pensionable Pay To	Contribution Rate- Main Scheme	Contribution Rate- 50/50 Scheme
Up to	£17,800	5.50%	2.75%
£17,801	£28,000	5.80%	2.90%
£28,001	£45,600	6.50%	3.25%
£45,601	£57,700	6.80%	3.40%
£57,701	£81,000	8.50%	4.25%
£81,001	£114,800	9.90%	4.95%
£114,801	£135,300	10.50%	5.25%
£135,301	£203,000	11.40%	5.70%
£203,001	and above	12.50%	6.25%

15. Engagement of former Chief Officers in receipt of pensions

15.1 The Authority does not have a policy which prevents former employees, including Chief Officers, from applying for and being successfully appointed to any job, or returning under a contract for service, because they are in receipt of a public sector or Local Government Pension. Normal recruitment or procurement rules would apply in such circumstances.

16. Publication of the policy

- 16.1 This policy will be published on the Authority's website. In addition, for posts where the full-time equivalent salary is at least £50,000 the Authority will publish further information as required by the Accounts and Audit Regulations 2015.

17. Review of the Pay Policy Statement

- 17.1 The Pay Policy Statement will be subject to annual review and must be approved by the Authority. Where delays to national pay awards being agreed results in it not being possible for the Policy to be brought before a convenient meeting of the Authority then the relevant urgency procedure will be used. Any amendments required in relation to matters of fact may be made by the Director without further reference to the Authority.



Pay and Grading Structure

Korn Ferry Job Reference Level	Korn Ferry Evaluation Score Range	Grade	SCP	2024/25	2025/26
				FTE Salary from 1 April 2024	FTE Salary from 1 April 2025 (Prior to any pay award agreed by NJC)
Level 8	85 - 113	A	2	23,656	23,656
			3	24,027	24,027
Level 9	114 - 134	B	4	24,404	24,404
			5	24,790	24,790
			6	25,183	25,183
			7	25,584	25,584
Level 10	135 - 160	C	8	25,992	25,992
			9	26,409	26,409
			10	26,835	26,835
			11	27,269	27,269
Level 11	161 - 191	D	12	27,711	27,711
			13	28,163	28,163
			14	28,624	28,624
			15	29,093	29,093
Level 12	192 - 227	E1	17	30,060	30,060
			18	30,559	30,559
			19	31,067	31,067
		E2	21	32,115	32,115
			22	32,654	32,654
			23	33,366	33,366
Level 13	228 - 268	F	24	34,314	34,314
			25	35,235	35,235
			26	36,124	36,124
			27	37,035	37,035
Level 14	269 - 313	G	28	37,938	37,938
			29	38,626	38,626
			30	39,513	39,513
			31	40,476	40,476

Korn Ferry Job Reference Level		Korn Ferry Evaluation Score Range	Grade	SCP	2024/25 FTE Salary from 1 April 2024	2025/26 FTE Salary from 1 April 2025 (Prior to any pay award agreed by NJC)
Level 15	314 - 370	H	32		41,511	41,511
			33		42,708	42,708
			34		43,693	43,693
			35		44,711	44,711
Level 16	371 - 438	I	36		45,718	45,718
			37		46,731	46,731
			38		47,754	47,754
			39		48,710	48,710
Level 17 (i)	439 - 478	J	40		49,764	49,764
			41		50,788	50,788
			42		51,802	51,802
			43		52,805	52,805
Level 17 (ii)	479 - 518	K	44		55,056	55,056
			45		57,312	57,312
			46		59,568	59,568
			47		61,824	61,824
Level 18	519 - 613	L	48		67,030	67,030
			49		69,982	69,982
			50		72,937	72,937
			51		75,892	75,892
Level 19 / 20	614 - 879	M	52		90,658	90,658
			53		93,611	93,611
			54		96,566	96,566
			55		99,675	99,675
Level 21	>879	N	56		135,146	135,146

Notes:

The following points in the NJC scale are not used:

- 16
- 20

Scale points above 43 are locally determined and are increased annually in line with the headline increase for the NJC pay award.