



Broxtowe
Borough
COUNCIL

Appendix 1

Pay Policy

2025/26

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PAY POLICY 2025/26

1. Introduction

The Council is required to publish a Pay Policy Statement by 31 March each year in accordance with Section 38 of the Localism Act 2011. The purpose of this Statement is to set out the Council's guiding principles of its current reward system and increase accountability in relation to the total remuneration of its Chief Officers and Head of Service posts by enabling public scrutiny of that remuneration.

2. Main Principles

This Policy statement confirms the Council's on-going commitment to operate transparent pay systems, whilst recognising that its reward system must be affordable and at the same time support the requirement to provide excellent customer service in accordance with its corporate objectives.

The importance of managing pay fairly will mean that the Council will be able to:

- Attract, motivate and retain appropriately talented people who make a positive contribution to improve the Council's performance and meet future challenges;
- Reflect the market for comparable jobs, with skills and competencies required to meet agreed delivery and performance outcomes;
- Appropriately reward and value employees for their work;
- Operate within the provisions of Chief Officers' pay and conditions as set out in the Joint Negotiating Committee for Chief Executives and Chief Officers of Local Authorities;
- Operate within the provisions of the national agreement on pay and conditions of service as set out in the National Joint Council for Local Government Services.

3. Scope of the Policy

Whilst this Policy specifically covers those employees defined as a Chief Officer within the Local Government and Housing Act 1989, it also makes reference to other levels of employees within the organisation.

The term 'Chief Officer' and 'Deputy Chief Officer' referred to in this Policy (and for the purposes of this pay Policy statement only) includes:

- a. the Head of Paid service designated under Section 4 (1) of the Local Government and Housing Act 1989 (the Chief Executive);
- b. the Monitoring Officer designated under Section 5 (1) of that Act.
- c. a statutory Chief Officer mentioned in Section 2 (6) (d) of that Act (Section 151 Officer also Deputy Chief Executive);

- d. a non-statutory Chief Officer mentioned in Section 2 (7) of that Act (one Director by virtue of reporting directly to the head of paid service);
- e. a Deputy Chief Officer mentioned in Section 2 (8) of that Act (all Heads of Service)

The Council has decided for completeness and transparency to publish information which includes all posts at Heads of Service / Deputy Chief Officer level. These roles are identified in the Chief Officers and Head of Service Remuneration Table at appendix 3.

4. Evaluation of Roles at Broxtowe Borough Council

In accordance with the national requirement for all local authorities to review their pay and grading frameworks to ensure fair and consistent practice, all job roles within the Council's structure up to but not including Head of Service level were taken through a comprehensive job evaluation process using the Greater London Provincial Council (GLPC) scheme with implementation of changes to pay and grading taking place on 1 March 2011.

The Council's pay framework for its Chief Executive, Chief Officers and Heads of Service was also considered and revised with changes implemented on 1 March 2011, with the grade for each role being determined by a consistent job evaluation process using the Hay scheme.

In January 2022 the Council undertook a review of all posts evaluated under the GLPC scheme. The review started by evaluating posts where recruitment or retention was difficult. Following this all remaining jobs at the Council under the GLPC scheme were reviewed. This review concluded in August 2024 with over 450 posts being evaluated. All roles at the Council continue to be reviewed and evaluated to ensure that pay rates are equitable and non-discriminatory.

5. Broxtowe Local Pay Scale for Chief Officers and Heads of Service

The Broxtowe Local Pay Scale for Chief Officers and Heads of Service contains seven pay grades. The scale is increased in line with the annual national Joint Negotiating Committee pay award for Chief Executives and Chief Officers.

6. Broxtowe Local Pay Scale for all Posts below Head of Service Level

The Council also adopted a local pay scale (BLPS) for all posts below Head of Service level and this is shown, together with the relevant job evaluation points score for each grade, at Appendix 2. Whilst the Council has adopted a local pay scale for this group of employees, it continues to recognise the National Joint Council annual pay award for the Broxtowe Local Pay Scale Appendix 2 and Scale of Local Allowances Appendix 2a. The Council will apply the agreed National Joint Council annual pay award for 2025/26 with effect from 1 April 2025 once it is known.

7. Terms and Conditions of Employment for Chief Officers and Heads of Service

The terms and conditions of employment for Chief Officers and Heads of Service are subject to collective agreements negotiated with the trade unions recognised by the Council. Agreements reached nationally are set out in the Scheme of Conditions of Service of the Joint Negotiating Committee for Chief Officers. In addition, the Council makes local agreements which are included within the Conditions of Service for Broxtowe employees.

i) Working Hours

Working arrangements for Chief Officers and Heads of Service are nominally one of 37 hours (for full time positions), however the seniority and nature of the posts will necessitate the working of additional hours for which there is no additional payment. The grading of the post takes account of the requirement to work outside of the normal working week.

ii) Whole-Time Service

Chief Officers and Heads of Service are required to devote their whole-time service to the work of the Council and should not engage in any other business or take up any other additional appointment without the express consent of the Council.

iii) Allowances

Chief Officers and Heads of Service are entitled to the reimbursement of one professional fee and one legal practising certificate (if appropriate). All Chief Officer and Head of Service posts hold designated car user status.

iv) Leave Entitlement

Annual leave entitlement for Chief Officers and Heads of Service is 33 days increasing to 35 after 5 years' local government service and 37 days after 10 years Broxtowe Borough Council service, plus 8 statutory days.

v) Sickness Entitlement

Sickness entitlement for Chief Officers and Head of Services is in accordance with the provisions of the local government sickness scheme.

vi) Pension

All Chief Officers and Heads of Service are entitled to participate in the Local Government Pension Scheme.

8. Performance Related Pay/Bonus Scheme

Broxtowe Borough Council does not operate a performance related pay or bonus scheme for Chief Officers and Heads of Service.

Exceptional effort from employees can be rewarded by accelerating increments within the grade band they occupy. The costs of accelerated increments have to be met from existing budgets.

9. Honoraria and Ex-Gratia Payments

The Council operates an Honoraria and Acting Up Payments Policy, the application of which for Chief Officers requires prior Cabinet approval. Cabinet approval for Heads of Services will also be required if not within the Head of Paid Services' delegated financial limits.

10. Expenses

In accordance with nationally agreed terms, the Council pays reasonable out-of-pocket expenses actually incurred.

11. Market Related Pay

The grading structures that were introduced for all employees in 2011 were aimed at meeting the current and/or market position for most jobs. The Council introduced a Market Supplement Policy on 29 June 2021 to replace the scarcity rating system. The Market Supplement Policy allows the Council flexibility in meeting the current market value for different job roles, ensuring any issues with the retention or recruitment of employees are minimised.

12. Recruitment of Chief Officers

In accordance with Chapter 2 Part 8 – 17 – Committee Arrangements within the Council's Constitution, the Senior Officer Employment Committee will shortlist and interview candidates for the post of Head of Paid Service and Chief Officers including the Monitoring Officer, Section 151 Officer and any other Chief Officer and to recommend to full Council the appointment of the Head of Paid Service, the Monitoring Officer, Section 151 Officer and other Chief Officer.

13. Remuneration of Officers on Recruitment

Recruitment to the Council will normally be to the first point of the relevant scale designated to the Officer post or will reflect a level commensurate with a candidate's existing skills and experience in the job. This practice applies to all new employees at the Council.

14. Levels and Elements of Remuneration for each Chief Officer and Head of Service

The table at Appendix 3 provides a breakdown of the elements of remuneration for each Chief Officer and Head of Service at the Council.

15. Chief Officers and Heads of Service Leaving Service

i) Redundancy payments:

The Council's Redundancy and Re-organisation Policy applies equally to all employees across the organisation, including Chief Officers. The Council's Policy operates in accordance with section 220 of the Employment Rights Act 1996. A week's pay is therefore calculated in accordance with the statutory maximum redundancy amount. Approval for any Chief Officer post under the Redundancy Policy must be given by Cabinet.

In a report approved by Cabinet on 23 September 2014, a temporary enhancement of the Council's Voluntary Redundancy (VR) Scheme was again extended for the period 1 October 2014 and 30 September 2015 and further extended to March 2016. A report to Committee in May 2016 confirmed these arrangements would remain in place until changes in governing exit packages has been agreed. In February 2021 HMRC announced the regulations regarding exit payments would be revoked. If the cap on exit payments is reinstated, the enhanced VR Scheme will be reviewed.

The temporary enhancement allows for successful VR applications to be based on actual week's pay rather than statutory entitlement at all levels of employee up to and including Chief Executive. However, the payback of any pension strain and redundancy costs must be covered by savings within three years. The enhancement is aimed at providing employees with greater flexibility and give the Council the opportunity to restructure the workforce around the VR application providing additional opportunities for career development.

ii) Severance Payments – Regulation 6 of the Local Government (Early Termination of Employment/Discretionary Compensation) (England and Wales) Regulations 2006.

The Council may apply discretion on the use of severance payments for employees leaving the Council where criteria such as ill-health retirement or early retirement cannot be met, for example termination on the grounds of efficiency, or where employees have long service and there is a financial and organisational benefit to the Council. Posts at Chief Officer level would need to be determined by the Senior Officers Employment Committee whilst posts at Head of Service level will be determined by Cabinet.

iii) Flexible Retirement (Regulation 18, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

The Council operates a flexible retirement scheme which is available for all employees to apply for, including Chief Officers, subject to the appropriate criteria being met. Under this Policy Cabinet is required to provide approval for posts at Chief Officer level.

iv) Early Retirement – Members of the Local Government Pension Scheme

Employees, including Chief Officers, may apply to the Council for consideration of early retirement if they are over the age of 55. Any pension and lump sum which may be payable has to be reduced by percentages decided by an actuary.

If, in the Council's opinion, there are grounds of compassion which are fair and justifiable. Any request by an employee (at any level) for the discretion to be exercised must clearly establish real and ongoing reasons to substantiate why the discretion should be allowed. The cost of approval must be given proper weight and all applications would be considered by Cabinet.

v) Augmentation of Scheme Membership on Termination of Employment (Regulation 12, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

Applications from Officers at all levels (including Chief Officers) will only be considered under this discretion in circumstances that are exceptional or specifically determined by Cabinet.

16. Additional Payments Made to Chief Officers and Heads of Service – Election Duties

The Chief Executive is nominated as the Returning Officer. In accordance with the national agreement, the Chief Executive is entitled to receive and retain the personal fees arising from performing the duties of Returning Officer, Acting Returning Officer, Deputy Returning Officer or Deputy Acting Returning Officer and similar positions which he or she performs subject to the payment of pension contributions thereon, where appropriate.

The role of Deputy Returning Officer will be assigned to the required Officers working on the election. Deputy Returning Officers will receive payment in accordance with Appendix 4.

Payments to the Returning Officer are governed as follows:

- for national elections, fees are prescribed by legislation;
- for local elections, fees are determined within a local framework used by other district councils within the county. This framework is applied consistently and is reviewed periodically by lead Electoral Services Officers within Nottinghamshire.

As these fees are related to performance and delivery of specific elections duties, they are distinct from the process for the determination of pay for Chief Officers and Heads of Service.

17. Payments made in connection with Electoral Services Functions

Fees for all employees employed in connection with the Electoral Services function are reviewed and approved by Cabinet or full Council as and when appropriate. The proposed employee fees for electoral services is shown in Appendix 4.

In line with employment legislation all employees who work on an election and are paid via an hourly rate receive holiday pay. This holiday pay is 12.07% of the worker's earnings. This calculation is standard for all irregular hours' employees in the UK.

18. Publication of and Access to Information Relating to Remuneration of Chief Officers and Heads of Service

The Council publishes information relating to the remuneration of its Chief Officers and Heads of Service on its website and which it updates annually. The Council also publishes each year within its annual Statement of Accounts, the salary and fees of all Chief Officers and Heads of Service whose earnings exceed £50,000.

19. Definition of Lowest Paid Employee

In April 2020 grade 2 and grade 3 were reduced to one spinal point within the grade. This provided balance to both grades 2 and 3. The lowest evaluated score in accordance with the GLPC job evaluation scheme remains the post of cleaner with 202 points and this falls within grade 2 of the Broxtowe Local Pay Scale.

On 31 March 2025 the salary difference between the lowest paid employee and the highest paid employee will be £102,198.

20. Ratio of Pay

The ratio of the pay of the Council's top earner (Chief Executive) to that of its median earner is currently 4.40:1. This calculation of the pay multiple is based on base salary as at 30 November 2024.

The median pay for employees has increased over the past year in large part due to the job evaluation panel's review of posts at the Council. Since April 2023 the Council has evaluated over 275 posts

21. Relationship Between Remuneration of Chief Officers and Heads of Service compared with all other employees

The Council implemented Single Status for all employees of the Council on 1 March 2011 following Cabinet approval of a new pay and grading structure for Chief Officers and Heads of Service on 10 March 2009 and all other employees on 29 June 2010.

The continuing evaluation of posts at all levels demonstrates non-discriminatory pay practices and that the Council pays equally for work of equal value.

22. Gender Pay Gap

The production of Gender Pay Gap information has been a mandatory requirement since April 2017. The gender pay gap is calculated as the average difference between male and female earnings as a percentage of male earnings.

Note: The mean is an average. It is the grand total divided by the number of data points. The median is the middle value in a sample sorted into ascending order. If the sample contains an even number of values, the median is defined as the mean of the middle two.

The Gender Pay Gap for 2023/2024 as published on GOV.UK and the Council's website by hourly rate is as follows:

All Employees		All Employees	
Mean male hourly rate	16.2273	Median male hourly rate	14.5199
Mean female hourly rate	15.5694	Median female hourly rate	13.5553
Gender Pay Gap	4.05%	Gender Pay Gap	6.64%
Full Time Employees		Full Time All Employees	
Mean male hourly rate	16.4745	Median male hourly rate	14.8423
Mean female hourly rate	16.8606	Median female hourly rate	15.1077
Gender Pay Gap	-2.34%	Gender Pay Gap	-1.79%
Part Time Employees		Part Time All Employees	
Mean male hourly rate	13.9815	Median male hourly rate	13.3174
Mean female hourly rate	13.8907	Median female hourly rate	13.5553
Gender Pay Gap	0.65%	Gender Pay Gap	-1.79%

23. Real Living Wage

The Real Living Wage provides an hourly rate of pay based on the cost of living for employers inside and outside of London. This Real Living Wage can be paid voluntarily by organisations to show their commitment to meeting the 'real living wage' as it is referred to by the Living Wage Foundation.

The Real Living Wage for 2024/25 was £12.00 for employers outside of London and £13.15 for employers in London. The Broxtowe Local Pay Scales for 2024/25 show that Broxtowe Borough Council paid above the Real Living Wage as the lowest hourly rate in 2024/25 was £12.45. The Real Living Wage for 2025/26 was announced in November 2024 as £12.60 for employees outside of London and £13.85 for employers in London. The pay award for Local Government has not yet been announced for 2025/26. A pay award of 1.3%, or a fixed amount above £281, for 2025/26 would result in the Council continuing to pay above the Real Living Wage.

24. Pension Discretions Policy

The Local Government Pension Scheme (LGPS) regulations require employers who participate in the LGPS to draw up and publish a discretions Policy. This Policy should then be kept under review by the Council. Discretions are powers that enable employers to choose how to apply the scheme in respect of certain provisions. The Pension Discretions Policy is the Council's Policy statement detailing all mandatory employer discretions. This Policy was brought into effect in September 2020.

**APPENDIX 1 – BROXTOWE LOCAL PAY STRUCTURE – FOR CHIEF OFFICER
AND HEAD OF SERVICE POSTS EVALUATED USING HAY SCHEME.**

Option to be decided by Cabinet from the 'Senior Officers Pay Review' report.

Selected option will be shown in the Pay Policy submitted to Full Council for approval.

APPENDIX 2 – BROXTOWE LOCAL PAY STRUCTURE – FOR POSTS EVALUATED USING THE GLPC SCHEME.

From April 2025

JE Score [points]	Grade	SCP	April 2025	Rate
184-240	Grade 2	12	£24,028	12.4544
		-	-	
		-	-	
241-285	Grade 3	15	£24,436	12.6658
286-324	Grade 4	16	£24,716	12.8110
		17	£25,183	13.0530
		18	£25,545	13.2407
		19	£25,890	13.4195
		-	-	
325-365	Grade 5	21	£26,065	13.5102
		22	£26,524	13.7481
		23	£26,983	13.9860
		24	£27,442	14.2239
		-	-	
366-401	Grade 6	26	£27,959	14.4919
		27	£28,407	14.7241
		28	£28,856	14.9568
		29	£29,303	15.1885
		-	-	
402-439	Grade 7	31	£29,925	15.5109
		32	£30,437	15.7763
		33	£30,949	16.0417
		34	£31,460	16.3066
		-	-	

Subject to the National Joint Council Pay Award for 2025/26

JE Score [points]	Grade	SCP	April 2025	Rate
440-469	Grade 8	36	£32,141	16.6595
		37	£32,671	16.9342
		38	£33,199	17.2079
		39	£33,727	17.4816
		-	-	
470-500	Grade 9	41	£34,671	17.9709
		42	£35,247	18.2695
		43	£35,824	18.5685
		44	£36,401	18.8676
		-	-	
501-533	Grade 10	46	£37,640	19.5098
		47	£38,279	19.8410
		48	£38,914	20.1702
		49	£39,551	20.5003
		-	-	
534-563	Grade 11	51	£40,456	20.9694
		52	£41,064	21.2846
		53	£41,671	21.5992
		54	£42,279	21.9143
		-	-	
564-593	Grade 12	56	£43,081	22.3300
		57	£43,731	22.6669
		58	£44,382	23.0044
		59	£45,033	23.3418
		-	-	
594-622	Grade 13	61	£45,949	23.8166
		62	£46,552	24.1291
		63	£47,156	24.4422
		64	£47,759	24.7548
		-	-	
623-653	Grade 14	66	£48,449	25.1124
		67	£48,932	25.3628
		68	£49,412	25.6116
		69	£49,895	25.8619
		-	-	
654+	Grade 15	71	£51,085	26.4787
		72	£51,709	26.8022
		73	£52,328	27.1230
		74	£52,804	27.3697
		-	-	

APPENDIX 2a – BROXTOWE LOCAL PAY STRUCTURE – SCALE OF LOCAL ALLOWANCES

Broxtowe Borough Council Local Allowances (Subject to the National Joint Council Pay Award for 2025/26)

	2025/26
Relocation	
Lodging Allowance - per week	83.77
Settling in Allowance	428.25
Mileage Allowances	
Car Mileage Allowance per mile up to 10,000 - (HMRC Rate)	0.45
Car Mileage Allowance per mile over 10,000 - (HMRC Rate)	0.25
Car PSV Rate (Training and Out of County Mileage over 50 miles)	0.22
Motor cycles - per mile	
not exceeding 500cc - (HMRC Rate)	0.24
Exceeding 500cc - (HMRC Rate)	0.24
Pedal cycles - per mile (HMRC Rate)	0.20
Voluntary Reliable Call Out	
Calls initiated between 11.00 pm and 6.0 am	17.85
Calls initiated at other times	12.87
Standby	
Per weekday session	13.94
Per day at weekend or bank holiday	41.81
Emergency Standby Enhancement	29.05
First Aid - per month	15.29
Mental Health First Aid - per month	15.29
Travel and Subsistence Allowances	
Breakfast	7.11
Lunch	9.77
Tea	3.90
Evening Meal	12.04
Out of pocket expenses (Residential Courses)	
per night	5.63
per week	22.44
Long Service / Retirement Awards	
25 Years (Awarded on anniversary)	505.16
Additional Years (Annual amount paid at 5 year intervals or on leaving the authority)	21.85

**APPENDIX 3 - CHIEF OFFICERS AND HEAD OF SERVICE REMUNERATION
TABLE**

Post	Salary Grade	Designated Car User	Professional Fees	BBC Pension Contribution
Chief Executive	CO5	Y	Y	19.0%
Deputy Chief Executive and Section 151 Officer	CO4	Y	Y	19.0%
Executive Director	CO4	Y	Y	19.0%
Director of Legal and Democratic Services (Monitoring Officer)	CO3	Y	Y	19.0%
Assistant Director Housing	CO2	Y	Y	19.0%
Assistant Director Finance Services (Deputy Section 151 Officer)	CO2	Y	Y	19.0%
Assistant Director Environment	CO2	Y	Y	19.0%
Assistant Director Asset Management and Development	CO2	Y	Y	19.0%
Assistant Director Planning and Economic Development	CO2	Y	Y	19.0%
Assistant Director Revenues, Benefits and Customer Services	CO2	Y	Y	19.0%
Assistant Director Corporate Services	CO2	Y	Y	19.0%
Head of Health, Safety, Compliance and Emergency Planning	CO1	Y	Y	19.0%
Head of Legal Services (Deputy Monitoring Officer)	CO1	Y	Y	19.0%
Head of Democratic Services (Deputy Monitoring Officer)	CO1	Y	Y	19.0%
Head of Communities and Community Safety	CO1	Y	Y	19.0%
Head of Environmental Health, Licensing and Private Sector Housing	CO1	Y	Y	19.0%
Head of Economic Development	CO1	Y	Y	19.0%

APPENDIX 4 – SCALE OF FEES FOR ELECTORAL FUNCTIONS**1. Elections**

All fees listed below are with effect from 1 April 2025 and are agreed across Nottinghamshire. The Council may make additional payments for roles and tasks undertaken which are not listed below. These additional payments will be funded solely by the Council.

Polling Station Employees Fees

Fee	Scale
Presiding Officer 20% uplift for combination no matter how many polls are combined	*£18.66 per hour
Poll Clerk 20% uplift for combination no matter how many polls are combined	*£12.21 per hour
Polling Station Inspector	*£18.66 per hour
Training fee: For online or face to face training	*Maximum of £46.65
Delivery of training, fee per session	£174.94

Verification & Count Employees Fees

Fee	Scale
Deputy Returning Officer	*£29.16 per hour
Chief Counting Officer	*£34.99 per hour (up to 10pm) *£52.49 per hour (after 10pm)
Count Manager	*£34.99 per hour (up to 10pm) *£52.49 per hour (after 10pm)
Verification and Count Supervisor	*£20.41 per hour (up to 10pm) *£30.62 per hour (after 10pm)
Verification and Count Team Leader	£18.48 per hour (up to 10pm) £27.72 per hour (after 10pm)
Verification and Count Assistant	*£14.58 per hour (up to 10pm) *£21.87 per hour (after 10pm)
Verification of ballot paper accounts	*£14.58 per hour *£21.87 per hour (after 10pm)
Count Set Up	£12.21 per hour
Door Supervisor	£14.58 per hour (up to 10pm) £21.87 per hour (after 10pm)

Postal Voting Employees Fees

Fees for issue or receipt of Postal Votes	Scale
Deputy Returning Officer	£29.16 per hour
Postal Vote Co-ordinator	£23.32 per hour (up to 10pm) £34.98 per hour (after 10pm)
Postal Voting Supervisor	£17.49 per hour (up to 10pm) £26.24 per hour (after 10pm)
Postal Voting Assistant	£14.58 per hour (up to 10pm) £21.87 per hour (after 10pm)

Returning Officer Fees (District / Borough / City)

Fee	Scale
Returning Officer's fee for the 1st 1,000 local electors within each ward for which an election is held	£118.97
Returning Officer's fee for each additional 1,000 electors or part thereof per ward	£39.65
Returning Officer's fee for an uncontested Election	£48.40
Returning Officer's clerical fee per 1,000 electors	£9.79
Returning Officer's fee for postal voting (issue and receipt)	£192.43

Returning Officer Fees (Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£9.79
Returning Officer's fee for postal voting (issue and receipt)	£192.43
For one parish	£146.05
For each additional parish up to 10 in total	£102.08
For each additional parish over 10 in total	£72.42
Additional payment where a parish is divided into wards, payment per ward	£24.26

Returning Officer Fees (Parish when combined with District / Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£9.79
Returning Officer's fee for postal voting (issue and receipt)	£192.43
For one parish	£116.41
For each additional parish up to 10 in total	£97.66
For each additional parish over 10 in total	£58.82
Additional payment where a parish is divided into wards, payment per ward	£14.45

Returning Officer Fees (Parish where uncontested)

Fee	Scale
For one parish	£29.03
For each additional parish up to 10 in total	£29.03
For each additional parish over 10 in total	£14.33
Additional payment where a parish is divided into wards, payment per ward	£14.45

Deputy Returning Officer and other Fees

Fee	Scale
Deputy Returning Officer's fee or Acting Deputy Returning Officer's fee for other duties (excluding count), e.g. processing nominations	£186.61
General clerical employees per 100 electors	£9.46
Media/Comms Lead	£20.41 per hour (up to 10pm) £30.62 per hour (after 10pm)

Media/Comms Assistant	£14.58 per hour (up to 10pm) £21.87 per hour (after 10pm)
Ballot box preparation/filling	£14.58 per hour
Ballot book checking	£14.58 per hour
Ballot box logistics	£18.48 per hour
Poll card hand delivery per poll card	21p
Mobile Phone Use (Maximum per PO)	£3.30

Notes

- *These fees do not include travelling expenses, which are at the discretion of the Returning Officer. Councils may use casual user mileage rates as laid down by the N.J.C. 45 pence per mile (private vehicle) and 24 pence per mile (motor cycle) or 20 pence per mile (bicycle).
- Payment of additional fees for working overnight, to reflect unsociable hours, is at the discretion of the Returning Officer.
- Additional fees may be paid to cover the actual and necessary costs incurred by the Returning Officer for all purposes including clerical assistance, in connection with the Election not already included in this scale.
- Payment to core Elections Team working additional time, such as overtime rates, is at discretion of the Returning Officer.
- All Fees are increased annually by the previous year's Local Authority Pay Award. The exception to this will be polling station staff. Poll clerks will be paid as a minimum the National Minimum wage. Presiding Officer fees are to be increased by the same percentage increase as poll clerks to ensure the differential between the two fees is retained owing to the difficulty in recruiting Presiding Officers and their differing levels of responsibility.
- Payment for use of personal mobiles phones to any staff member is at the discretion of the Returning Officer.

2. Electoral Registration

Fee	Scale
Canvass	
For each visit	£12.21per hour
Training – online course only	£10
Training – face to face and online course	£30
Mileage	45p per mile