

**Report of the Portfolio Holder for Resources and Personnel Policy**

**Pay Policy 2025/26**

1. Purpose of Report

To note the Pay Policy 2025/26 before approval at full Council.

2. Recommendation

**Cabinet is asked to CONSIDER the Pay Policy Statement 2025/26 and RECOMMEND to full Council for approval.**

3. Detail

The Pay Policy Statement for 2025/26 sets out, among other items, the Council's policies relating to the remuneration of its senior officers (those at Head of Service level and above), the remuneration of its lowest paid employees and the relationship between the remuneration of its senior officers and the remuneration of its employees who are not senior officers.

The Pay Policy Statement must be approved by a resolution of the full Council before 31 March immediately before the financial year to which it relates. The Pay Policy Statement may be amended by resolution during the year and must be published on the Council's website as soon as possible after approval. Publishing the Pay Policy Statement also meets requirements under the Code of Recommended Practice for Local Authorities on Data Transparency.

The Pay Policy 2025/26 can be seen in **Appendix 1** of this report.

Following the decision by Members on the 'Senior Officer Pay Review' report, appendix 1 within the Pay Policy will be updated ahead of full Council.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

The details in this report, including the current pay grades with an allowance for the 2025/26 pay award, have been reflected in the budget proposals report considered elsewhere on this agenda.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The Localism Act 2011, Chapter 8 Pay Accountability, made it a legal requirement for authorities to produce and publish a Pay Policy Statement by the 31 March each year. This must be agreed by the Council and detail the remuneration of its Chief Officers. It is a legal requirement for the Council to publish a Pay Policy Statement each year which has been agreed by Council. Failure to provide this information could result in the Council being subject to court orders and fines.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

The HR Manager supports the Pay Policy Statement for 2025/26.

7. Union Comments

The Union comments were as follows:

Not provided.

8. Equality Impact Assessment

As this is a change to policy an equality impact assessment is included as **Appendix 2** in this report.

9. Background Papers

Nil.