

Pay Policy Statement 2025/2026 Wednesday 12th March 2025

Referral from People and OD Committee

PURPOSE OF REPORT

To ask that Council consider and agree the People and OD Committee's recommendation for the Pay Policy Statement for 2025-2026 as required by the Localism Act 2011

This report is public

RECOMMENDATIONS

- (1) To consider and recommend to Full Council, on 12th March 2025, the Pay Policy Statement 2025-2026**

1.0 Introduction

- 1.1 Section 38 of the Localism Act 2011 places a requirement on local authorities to publish a Pay Policy Statement by the 31st March each year. This includes the remuneration of its Chief Officers. This Statement must be approved by resolution of Council, and this function may not be delegated.

- 1.2 The Statement sets out the Council's arrangements relating to:

- the remuneration of its Chief Officers;
- the remuneration of its lowest-paid employees, and
- the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.

- 1.3 The Pay Policy Statement has been prepared in accordance with the requirements of the Localism Act 2011 and having regard to the guidance issued by the Department for Communities and Local Government (DCLG) under Section 40 of the Act.

2.0 Proposal Details

- 2.1 During the course of the year, if the Authority makes any determination relating to the remuneration or any other terms and conditions of a Chief Officer, it must comply with its Pay Policy Statement

- 2.2 Salary ranges are in-line with the most recent pay award. A further pay award is due wef 1st April 2025.

3.0 Conclusion

- 3.1 Members are asked to consider and recommend the 2025-2026 Pay Policy to Full Council.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing): No notable impact.	
LEGAL IMPLICATIONS The Council has a statutory obligation, pursuant to s38 of the Localism Act 2011 to approve annually a Pay Policy Statement	
FINANCIAL IMPLICATIONS No financial implications	
OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces There are no resource implications arising from this report	
SECTION 151 OFFICER'S COMMENTS The Section 151 Officer has been consulted and has no comments	
MONITORING OFFICER'S COMMENTS The Monitoring Officer has been consulted and has no comments.	
BACKGROUND PAPERS 2025-2026 Pay Policy JNC Conditions of Service Handbook	Contact Officer: Alex Kinch Telephone: 01524 582083 E-mail: akinch@lancaster.gov.uk