

COUNCIL

Pay Policy Statement 2025/2026 updates and Pay Ratios Wednesday 23rd July 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 amends to the Pay Policy Statement for 2025-2026

This report is public

RECOMMENDATIONS

- (1) **To consider and recommend to Full Council, on 23rd July 2025, minor amends to the Pay Policy Statement 2025-2026**

1.0 Introduction

- 1.1 The Pay Policy Statement 2025-2026 was approved at People and OD Committee on 6th March 2025 with some minor suggested amends to be considered at a future meeting. In its original form the Pay Policy Statement 2025-2026 was then approved at Full Council on 12th March 2025, as required by the Localism Act 2011.
- 1.2 The document 'Pay Policy 25.26 amends' is included in the background papers and consists of the Pay Policy Statement 25.26 as agreed at Full Council, with tracked changes to reflect the relevant updates as requested by People and OD Committee.

2.0 Proposal Details

- 2.1 Sections 14.2 and 14.3 reflect changes requested at People and OD Committee on 6th March 2025.
- 2.2 Section 14.5 includes the addition of pay ratios, as discussed at Full Council on 12th March 2025. It should be noted that this is to be incorporated into the Pay Policy document and is not a separate policy, as is common practice in local authorities.

3.0 Conclusion

- 3.1 Members are asked to consider and recommend the amends to 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 Amends

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