

PEOPLE AND OD COMMITTEE

Pay Policy Statement 2026/2027 Tuesday 3rd March

Report of the Chief Officer – People and Policy

PURPOSE OF REPORT

To ask that People and OD Committee consider and recommend to Full Council the Pay Policy Statement for 2026-2027 as required by the Localism Act 2011

This report is public

RECOMMENDATIONS

- (1) **To consider and recommend to Full Council, on 25th March 2026, the Pay Policy Statement 2026-2027**

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 2026.

2.3 As per section 3.2 of the Pay Policy statement, the Monitoring Officer function attached to the Chief Officer – Governance post, and the Section 151 Officer role attached to

the Chief Officer – Resources posts, and their deputies, are paid an allowance for this responsibility.

- 2.4 It is noted that this allowance increased from £6,000 to £9,000 per annum from 2022/2023 but there has not been an increase since. Benchmarking suggests some other local authorities increase similar allowances in-line with the pay claims. For previous years this amounts to:

23/24	3.5% (£9,315)
24/25	2.5% (£9,548)
25/26	3.2% (£9,853)
26/27	tbc

- 2.5 It is proposed to increase the above allowances, and to include relevant back pay with immediate effect. Further increases will be in line with future national pay awards, subject to People and OD agreement.

- 2.6 Likewise it is proposed to uplift the Deputies payment using the same rationale.

3.0 Conclusion

- 3.1 Members are asked to consider and recommend the 2026-2027 Pay Policy to Full Council.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing):
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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

Should Members agree to increasing the statutory officer allowances then there will be a financial cost due to backpay and future arrangements. However, these are considered nominal amounts and can be managed from within existing budgets.

OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces
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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

2026-2027 Pay Policy
JNC Conditions of Service Handbook

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