



Report to a meeting of the Chief Officer Appointment Committee

Date of meeting: 11 February 2026

Title: Pay Policy for the Council's Workforce

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Decision sought

- a) That the Chief Officer Appointment Committee submits the Draft Pay Policy Statement 2026/27 to the full Council for approval.

Background

1. Since 2012 there is a statutory responsibility on all Councils to adopt a pay Policy on an annual basis. This statutory requirement states that the responsibility for approving a pay Policy rests with the full Council.
2. When adopting the pay Policy for 2012/13, the full Council decided to ask the Chief Officers' Appointments Committee to conduct an annual review of the pay Policy's future sustainability and to submit recommendations to a meeting of the full Council in March each year.
3. The Committee is therefore asked to consider the content of the draft Policy for 2026/27 and to submit a recommendation to the meeting of the full Council.

Chief Officers

4. All Chief Officers have the contractual right to the annual pay increases that are agreed upon by the National Joint Council for Chief Officers. These are contractual terms that each employer must implement and therefore all officers are entitled to the pay rises that are determined. The draft Pay Policy states that *"Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements"*. This means that Council approves those pay increases through approving the pay policy. In July 2025 confirmation was received that the employers and the unions that represent chief officers had agreed on a pay increase for 2025/26, that being an increase of 3.2% on the pay of each chief officer. It's early days on the negotiations for 2026/27, with the negotiation process between the employer and the unions at the UK level currently taking place.

Roles below Chief Officer level

5. Pay increases for staff working in roles below those of chief officer level are agreed upon by the National Joint Council for Local Government Workforce. As with chief officers, staff have the contractual right to the increases that are determined. During the Summer of 2025 the unions and employers came to an agreement on a pay increase of 3.2% for all staff for 2025/26. It was also agreed to eliminate point 2 of the pay structure which will become effective from April 2026. As with Chief Officers pay discussions on any possible rise for 2026/27 are yet to begin.

Recommendation

6. That the Committee proposes the draft of a Pay Policy Statement to the Council, to be approved for 2026/27.