

TITLE: PAY POLICY STATEMENT

Committee: Full Council

Date: 25 February 2025

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Report No: Z135

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1.0 ISSUE

1.1 To present the Council's Pay Policy Statement 2025-26, a requirement under the Localism Act 2011.

2.0 RECOMMENDATION(S)

2.1 It is recommended that Members approve and adopt the 2025-26 Pay Policy Statement.

3.0 BACKGROUND/OPTIONS

3.1 The Localism Act 2011 requires the Council to prepare a Pay Policy Statement for each financial year. The Statement must be prepared and approved by the end of March each year.

3.2 The Council's Pay Policy Statement for 2025-26 is attached at Appendix 1.

3.3 The statement must include the pay and remuneration for all posts on the Council's establishment designated as 'Chief Officer' in accordance with the Local Government and Housing Act 1989 (see Section 2.4 of the Pay Policy Statement).

3.4 The Pay Policy Statement has to include:

- The level and elements of remuneration for each Chief Officer;
- The remuneration of the lowest paid employee; and
- The relationship between the remuneration of Chief Officers and other Officers.

3.5 Remuneration in this context is defined widely to include not just pay but also charges, fees, allowances, benefits in kind, increases in enhancements of pension entitlements and other discretionary payments.

4.0 ARGUMENTS/CONCLUSION(S)

4.1 The salaries shown include the 2024-25 pay award for Local Government Services and will be updated to include the 2025-26 pay award once agreed.

5.0 Additional Implications Assessment

5.1 In the table below, please put Yes or No in each box:

Financial Implications	Legal Implications	Human Resources (HR) Implications
No	No	No
Equality Impact Assessment (EIA)	Carbon Impact Assessment (CIA)	Data Protection Impact Assessment (DPIA)
No	No	No

5.2. You only need to put ‘Yes’ in the above boxes, if the content of your report has **new or additional** implications relating to the listed areas. You do not need answer yes, if the proposals do not impact upon current finance or staffing levels or do not have new/changed legal requirements. If you put yes in any of the boxes, you need to give a brief summary of the implications under the relevant heading, for example:

(a) Financial implications

5.3. In the case of the three impact assessment areas, you also will need to complete the relevant assessment form and forward it to the designated officer detailed in the relevant guidance. Guidance on each of these areas can be found at the listed links:

[Equality Impact Assessment](http://intranet.eastcambs.gov.uk/employee-self-service/equality-diversity-and-inclusion/equality-impact-assessments) (intranet.eastcambs.gov.uk/employee-self-service/equality-diversity-and-inclusion/equality-impact-assessments)

[Carbon Impact Assessment](http://intranet.eastcambs.gov.uk/report-template) (intranet.eastcambs.gov.uk/report-template)

[Data Protection Impact Assessment](http://intranet.eastcambs.gov.uk/sites/default/files/Data%20Protection%20Impact%20Assessment%20Guidance%20%282%29.pdf) (intranet.eastcambs.gov.uk/sites/default/files/Data%20Protection%20Impact%20Assessment%20Guidance%20%282%29.pdf)

5.0 Appendices

Appendix 1 – Pay Policy Statement for 2025-26

6.0 Background documents

Local Government and Housing Act 1989

The Local Government Transparency Code (Feb 2015)

Openness and Accountability in Local Pay: Guidance under the Localism Act 2011