

TITLE: PAY POLICY STATEMENT 2026-27

Committee: Council

Date: 24 February 2026

Author: Nicole Pema, HR Manager

Report No: AA141

Contact officer: Nicole Pema, HR Manager, nicole.pema@eastcamb.gov.uk
01353 616325 Room 118, The Grange, Ely

1.0 ISSUE

1.1 To present the Council's Pay Policy Statement 2026-27, a requirement under the Localism Act 2011.

2.0 RECOMMENDATION

2.1 It is recommended that Members approve and adopt the 2026-27 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 2026-27 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 2025-26 pay award for Local Government Services and will be updated to include the 2026-27 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 No	Legal Implications No	Human Resources (HR) Implications No
Equality Impact Assessment (EIA) No	Carbon Impact Assessment (CIA) No	Data Protection Impact Assessment (DPIA) No

6.0 Appendices

Appendix 1 – Pay Policy Statement for 2026-27

7.0 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