

## **STAFFING COMMITTEE**

**Date and Time:-** Monday 9 February 2026 at 11.00 a.m.

**Venue:-** Rotherham Town Hall, The Crofts, Moorgate Street, Rotherham. S60 2TH

**Membership:-** Councillors Alam (Chair), Read (Vice-Chair), Z. Collingham and Jones.

The items which will be discussed are described on the agenda below and there are reports attached which give more details.

Rotherham Council advocates openness and transparency as part of its democratic processes.

Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair or Governance Advisor of their intentions prior to the meeting.

### **AGENDA**

**1. Apologies for Absence**

To receive the apologies of any Member who is unable to attend the meeting.

**2. Minutes of the meeting held on 17 December 2025 (Pages 3 - 5)**

To consider the minutes of the previous meeting of the Staffing Committee held on 17 December 2025 and approve them as a true and correct record of the proceedings and to be signed by the Chair.

**3. Declarations of Interest**

To receive declarations of interest from Members in respect of items listed on the agenda.

**4. Exclusion of the Press and Public**

To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.

**5. Pay Policy Statement 2026/27 (Pages 7 - 21)**

To consider and receive the Pay Policy Statement for 2026-27 and recommend to Council the statement for approval.

**6. Gender Pay Gap Statement 2025 (Pages 23 - 37)**

To consider and receive the Gender Pay Gap Report and approve publication.

**7. Proposed Changes to the Council's Pay Structure (Pages 39 - 48)**

To consider and approve the proposed changes to the Council's pay structure, the recommendation to transfer employees on spinal column points 02 to 09 to the next available point, delegate to the Service Director of Human Resources and Organisational Development the implementation of any further introduction of spinal column points arising from the outcome of national collective bargaining processed and recommend to Council the changes to the Council's pay structure.

**8. Urgent Business**

To determine any item which the Chair is of the opinion should be considered as a matter of urgency.



**JOHN EDWARDS,**  
Chief Executive.

**STAFFING COMMITTEE**  
**Wednesday, 17th December 2025**

Present:- Councillor Alam (in the Chair); Councillors Read, Cusworth and Jones.

An apology for absence was received from Councillor Z. Collingham.

**28. MINUTES OF THE MEETING HELD ON 19 MAY 2025**

**Resolved:-** That the minutes of the meeting held on 19 May 2025 be approved as a true and correct record of the proceedings.

**29. DECLARATIONS OF INTEREST**

There were no declarations of interest to report.

**30. EXCLUSION OF THE PRESS AND PUBLIC**

The Chair advised that there were no items of business on the agenda that would require the exclusion of the press and public from the meeting.

**31. RECRUITMENT OF DIRECTOR OF POLICY, STRATEGY AND ENGAGEMENT**

Consideration was given to the report which set out the proposals to appoint to the post of Director of Policy, Strategy and Engagement and other associated changes. The Assistant Chief Executive resigned from their post on 31st July, 2025. Since this date responsibilities of the post had been covered by the Strategic Director of Finance and Customer Services and temporary line management arrangements had been put in place through the Assistant Director of Legal Services and the Assistant Director of Human Resources.

The Assistant Chief Executive role covered the functions of Policy, Performance and Intelligence, Democratic Services, Neighbourhoods, Marketing and Communications, Organisational Development and Change, and Human Resources. The resignation of the Assistant Chief Executive provided the opportunity for the incumbent Chief Executive to take some time to review the effective operation of the Assistant Chief Executive's Directorate in accordance with the new Council Plan, ensuring structures were designed to deliver outcomes for residents and deliver against the new Council Plan.

Postholders within the Assistant Chief Executive's Directorate, alongside Strategic Directors, had been engaged in this process. Following this review, the Chief Executive had determined that significant strategic capacity was required to support Policy and Strategy and had re-designated the title of the Assistant Chief Executive role to reflect this. This had resulted in the request to retitle the Assistant Chief Executive

**STAFFING COMMITTEE - 17/12/25**

role to Director of Policy, Strategy and Engagement. The role continued to report directly to the Chief Executive post and formed part of the Council's Strategic Leadership Team.

The functions of Human Resources and Organisational Development would transfer under the leadership of the Strategic Director Finance and Customer Services (with the Head of Organisational Development reporting to the Assistant Director of Human Resources and their title expanded to reflect this) to create a cohesive Corporate Services function. On this basis it was proposed to retitle the Strategic Director, Finance and Customer Services, to Executive Director of Corporate Services, and for this role to continue to have formal deputy responsibilities for the Chief Executive in accordance with the terms of the Constitution.

As part of the opportunity to modernise the Council's infrastructure and to support recruitment and retention of staff, in accordance with the Council's ambitions as an employer of choice, it was proposed that all Assistant Directors be renamed 'Service Director' and Strategic Directors be renamed 'Executive Director'. The exception to this was that the Director of Public Health would retain their existing title to reflect the national recognition for this title, and the new post reflected in this document (to demonstrate its direct alignment to the Chief Executive) will be titled 'Director of'.

As per the Officer Employment Procedure Rules and Code of Conduct, Staffing Committee were asked to agree plans to immediately begin the selection process for the Director of Policy, Strategy and Engagement and refer the matter to the Senior Officer Appointments Panel. The salary for the post remained unchanged.

During the meeting the Chief Executive placed on record his thanks to Judith Badger, Strategic Director of Finance and Customer Services, Phil Horsfield, Assistant Director of Legal Services and Lynsey Linton, Assistant Director of Human Resources, for the additional responsibilities they had undertaken since the Assistant Chief Executive's resignation.

Members asked questions relating to the change in name of the post and the salary. Members were supportive of the changes and the Leader specifically referenced the need to be proactive in terms of policy and data collection, in order to best serve residents.

**Resolved:**

That Staffing Committee:

1. Note that the post of Assistant Chief Executive will be retitled to Director of Policy, Strategy and Engagement;

2. Approve the request to fill the vacant post and refer the process to the Senior Officer Appointments Panel to undertake the recruitment process;
3. Note the intention to fill the post of Director of Policy, Strategy and Engagement on an interim basis to provide appropriate capacity during the recruitment process for the substantive post;
4. Note that the post of the Strategic Director, Finance and Customer Services will be retitled to Executive Director of Corporate Services; and
5. Note that the posts of Assistant Director will be retitled to 'Service Director', and Strategic Directors will be retitled to 'Executive Director'.

**32. URGENT BUSINESS**

The Chair reported that there were no urgent items of business requiring the Committee's consideration.

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**Committee Name and Date of Committee Meeting**

Staffing Committee – 09 February 2026

**Report Title**

Pay Policy Statement 2026/27

**Is this a Key Decision and has it been included on the Forward Plan?**

No

**Executive Director Approving Submission of the Report**

Judith Badger, Executive Director of Corporate Services

**Report Author(s)**

Lynsey Linton, Service Director, Human Resources and Organisational Development  
lynsey.linton@rotherham.gov.uk

**Ward(s) Affected**

None

**Report Summary**

This report provides detail of the Pay Policy Statement for 2026-27 that the Council is required to publish under Chapter 8 of the Localism Act 2011.

**Recommendations**

Staffing Committee is asked to:

1. Receive the Pay Policy Statement for 2026-27 (Appendix 1)
2. Recommend to Council the approval of the statement.

**List of Appendices Included**

Appendix 1 Pay Policy Statement 2026-27

**Background Papers**

Local Government Association  
CIPFA Best Value Accounting Code of Practice  
Freedom of information  
Localism Act 2011  
Hutton Review of Fair Pay in the Public Sector: Final Report March 2011  
Previous Staffing Committee Reports  
Local Government Transparency Code 2015

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**

No

**Council Approval Required**

Yes

**Exempt from the Press and Public**

N

## **Pay Policy Statement 2026/27**

### **1. Background**

- 1.1 The Localism Act 2011, Chapter 8 Pay Accountability, made it a legal requirement for authorities to produce and publish a Pay Policy Statement by the 31 March each year. This must be agreed by the Council and detail the remuneration of its Chief Officers.
- 1.2 The Council must then comply with the Pay Policy Statement for the financial year in making any determination.

The Statement must state:

- Policies relating to remuneration of Chief Officers (the definition for the Council includes Service Directors, Directors, Executive Directors and the Chief Executive)
  - Remuneration of its lowest paid employees
  - Relationship between remuneration of Chief Officers and employees who are not Chief Officers
  - Remuneration of Chief Officers on appointment
  - Increases and additions to remuneration for each Chief Officer
  - Use of performance related pay for Chief Officers
  - Use of bonuses for Chief Officers
  - Benefits in kind to which the Chief Officer is entitled
  - Any increase of pension enhancement to Chief Officer pension entitlement
  - Approach to payment of Chief Officers and their ceasing to hold office
  - Any amounts payable upon the Chief Officer ceasing to hold office other than that payable by virtue of any enactment
  - Approach to publication and access to information relating to remuneration of Chief Officers.
- 1.3 Council must approve any salary package, as defined in the Council's Pay Policy Statement, of £100,000 per annum or more before it is offered in respect of a new post.
  - 1.4 The Council's Scheme of Delegation has empowered the Staffing Committee to determine conditions of service, employment policies and procedures and remuneration relating to the Chief Executive and Chief Officers, in line with the Pay Policy Statement and to prepare and recommend for approval by the Council the annual Pay Policy Statement.
  - 1.5 Staffing Committee is asked to review the Pay Policy Statement for 2026-27 (Appendix 1) and make recommendation to Council.

### **2. Key Issues**

- 2.1 It is a legal requirement for the Council to publish a Pay Policy Statement each year which had been agreed by the Council.

2.2 It is anticipated that the Local Government pay award 2026-2027 for Chief Officers (JNC) is unlikely to be agreed by 31st March 2026.

2.3 Further to the Staffing Committee meeting which took place on the 17<sup>th</sup> December the Pay Policy Statement reflects the new job titles of Chief Officers.

### **3. Options considered and recommended proposal**

3.1 The format and content of the Pay Policy is in accordance with guidance previously issued by the Local Government Employers Association and reflects good practice examples.

### **4. Consultation on proposal**

4.1 Consultation has taken place with the relevant Cabinet Member.

### **5. Timetable and Accountability for Implementing this Decision**

5.1 The recommendation of the Staffing Committee will go to Council at the meeting scheduled for 4 March 2026.

### **6. Financial and Procurement Advice and Implications**

6.1 The financial implications of the pay policy have been factored into the Council's budget position for 2026/27. This ensures that the Council's budgets overall and at a service level are appropriate to support the cost implications of the Pay Policy Statement 2026/27.

6.2 The salary scales are based on the current financial year and will need to be adjusted once the 2026/27 pay award is finalised. Should any other salary base adjustments be agreed, the pay policy would need to be further amended and the financial implications of those considered.

6.3 There are no direct procurement implications arising from the details contained within this report.

### **7. Legal Advice and Implications**

7.1 The report complies with the legislative requirements as outlined in the main body of the report. Failure to provide this information could result in the Council being subject to court orders and fines.

### **8. Human Resources Advice and Implications**

8.1 The Pay Policy Statement sets out the arrangements for the salary and related allowances paid to Chief Officers of the Council which have been negotiated and agreed through appropriate collective bargaining mechanisms (local or national) or because of authority decisions, which are incorporated into contracts of employment.

**9. Implications for Children and Young People and Vulnerable Adults**

9.1 There are no implications for children and young people or vulnerable adults arising from the report.

**10. Equalities and Human Rights Advice and Implications**

10.1 In making any decision the Council is required to have due regard to its equalities duties and in particular with respect to the Equality Act 2010, section 149, part 11 of the public sector duty:

- a) eliminating discrimination, harassment, victimisation and eliminate any other conduct that is prohibited by or under the Act
- b) advancing equality of opportunity between people who share a protected characteristic and people who do not share it, and to
- c) fostering good relations between people who share a relevant protected characteristic and people who do not share it.

10.2 The recommendation before Council will not have any adverse impact on anyone with one or more protected characteristics, namely age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

**11. Implications for CO<sub>2</sub> Emissions and Climate Change**

11.1 There is no impact on emissions.

**12. Implications for Partners**

12.1 There are no implications for partners.

**13. Risks and Mitigation**

13.1 There is risk that the authority would face legal action if it failed to comply with legislative requirements to publish the Pay Policy Statement.

**Accountable Officer(s)**

Lynsey Linton, Service Director Human Resources and Organisational Development.

Approvals obtained on behalf of:

	<b>Name</b>	<b>Date</b>
Chief Executive	John Edwards	30/01/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	26/01/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	30/01/26

Service Director of Human Resources and Organisational Development (if appropriate)	Lynsey Linton	14/01/26
Head of Human Resources (if appropriate)		Click here to enter a date.
The Executive Director with responsibility for this report	Judith Badger, Executive Director of Corporate Services	26/01/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Finance and Community Safety - Councillor Alam	15/01/26

*Report Author: Lynsey Linton, Service Director Human Resources and Organisational Development*  
[lynsey.linton@rotherham.gov.uk](mailto:lynsey.linton@rotherham.gov.uk)

This report is published on the Council's [website](#).

# Human Resources

## Pay Policy Statement 2026/2027

### Introduction & Scope

This Policy Statement sets out the arrangements for the salary and related allowances paid to Chief Officers of the Council, meeting the requirements of the Localism Act 2011, and also meeting the requirements of guidance issued by the Secretary of State for Communities and Local Government to which the authority is required to have regard under section 38 to 43 of the Act.

It does not cover teaching staff, whose salaries and terms of conditions of employment are set by the Secretary of State or Academy schools as they are separate employers covered by the Academies Act 2010 and are responsible for setting salaries for their employees.

The Authority is required to publish Chief Officer salaries and disclose details of salaries over £50,000 on an annual basis as part of the Statement of Accounts which is available on the Council's website (<http://www.rotherham.gov.uk/>).

The Council is committed to and supports the principle of equal pay for all its employees.

Equal pay between men and women is a legal right. The Equality Act 2010 requires employers not to discriminate on grounds of sex, gender reassignment, race and disability and similar rules apply to sexual orientation, religion, pregnancy and maternity and age.

The Authority applies terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of Authority decisions, which are incorporated into contracts of employment.

Chief Executive and Chief Officers conditions of service are in line with the Joint Negotiating Committees for Chief Executives and Chief Officers. Local agreements and remuneration are determined by Council on recommendation made by the authority's Staffing Committee.

This also applies to shared management arrangements with partner organisations, where the job continues to be filled by an employee of the Council.

## **Definition of officers covered by the Pay Policy Statement**

This Policy Statement covers the following posts:

1. Head of the Paid Service, which in this Authority is the post of:
  - Chief Executive
2. Statutory Chief Officers, which in this Authority are the posts of:
  - Executive Director of Children and Young People's Services (Director of Children's Services)
  - Executive Director of Adult Care, Housing and Public Health (Director of Adult Social Services)
  - Executive Director of Corporate Services (Section 151 Chief Finance Officer)
  - Director of Public Health
  - Service Director, Legal Services (Monitoring Officer)
3. Non-statutory Chief Officers, which in this Authority are the posts of:
  - Executive Director of Regeneration and Environment
  - Director of Policy, Strategy and Engagement
  - Service Director, Children's Social Care
  - Service Director, Human Resources and Organisational Development
  - Service Director, Financial Services
  - Service Director, Customer, Information and Digital Services
  - Service Director, Culture, Sport and Tourism
  - Service Director Planning, Regeneration and Transport
  - Service Director, Community Safety and Streetscene
  - Joint Service Director, Commissioning Quality and Performance
  - Service Director, Strategic Commissioning
  - Service Director, Adult Care and Integration
  - Service Director, Housing Services
  - Service Director, Education and Inclusion
  - Service Director, Family Help
  - Service Director, Property and Facilities Services

## **Policy on remunerating Chief Officers**

The Authority's Policy on remunerating Chief Officers is set out on the schedule that is attached to this policy statement at Appendix A. It is the policy of this Authority to establish a remuneration package for each Chief Officer post that is sufficient to attract and retain staff of the appropriate skills, knowledge, experience, abilities and qualities that is consistent with the Authority's requirements of the post in question at the relevant time.

## **Policy on other aspects of remuneration of Chief Officers**

Other aspects of the remuneration of Chief Officers are appropriate to be covered by this Policy Statement. These other aspects are defined as recruitment, pay increases, additions to pay, performance related pay, earn back, bonuses, termination payments, transparency, re-employment when in receipt of a Local Government pension or a redundancy/severance payment and pension

legislation. These matters are addressed in the schedule attached to this Policy Statement at Annex B.

### **Pay Relationship**

The lowest pay rate in the authority (excluding apprentice rates) equates to a full time equivalent annual salary of £24,413 and can be expressed as an hourly rate of pay of £12.65. This pay rate and salary was determined by the authority as part of a pay scale for employees employed on the National Joint Council Local Government Services Terms and Conditions.

The highest salary in this Authority is £194,079 which is paid to the Chief Executive.

The ratio between the two salaries, the 'pay multiple' is 7.95 to 1. Against the median salary of £28,598 this multiple reduces to 6.79 to 1 and against the average salary of £33,291 to 5.83 to 1.

The Hutton review considered the multiple should be no greater than 20 to 1 (lower is better) and based on the current situation the Council falls well below this threshold. The Authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the Authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Authority.

These pay rates may increase in accordance with any pay settlements which are reached through the respective national negotiating bodies.

### **Salary Packages over £100,000**

The Authority will ensure that before an offer of appointment is made, any salary package for any new post that is in excess of £100,000 is considered by Council following recommendation by Staffing Committee.

### **Flexibility to address recruitment issues for vacant posts**

In exceptional circumstances where there are recruitment difficulties; there may be a requirement to consider the payment of temporary market supplements such as 'golden hellos', retention payments or regular monthly payments.

In situations where a market supplement is being considered a report detailing the business case is considered by the Service Director of Human Resources who makes the final decision as to whether a supplement is payable, the amount and the frequency of review. For Chief Officer graded posts where this would result in a pay package in excess of £100k the case will be considered by Council on recommendation made by the Staffing Committee.

Supplements can be reviewed at any time but a review must be undertaken at least on an annual basis.

### **Policy Amendment**

The Council may seek to change elements within the Pay Policy as part of any necessary efficiency review or as other circumstances dictate.

This Policy Statement is reviewed annually and is presented to Council each year for consideration in order to ensure that a policy is in place for the Authority prior to the start of each financial year.

## **Exit Payments**

For employees in the Local Government Pension Scheme, payments for redundancy and early retirement will be made in line with the Council's 'Change Management policy'. This includes Chief Officers.

All employees, including Chief Officers, who receive a redundancy payment are subject to the Redundancy Payments (Continuity of Employment in Local Government etc) (Modifications) Order 1998.

## **Pay Policy References**

- Agency workers directive 2011
- Hutton Fair Pay in the Public Sector Final Report (March 2011)
- Joint Negotiating Committee for Local Authority Chief Executives
- Joint Negotiating Committee for Chief Officers of Local Authorities
- Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006
- Local Government Pension Scheme (Benefits, Membership & Contributions) Regulations
- Localism Act 2011
- National Joint Council for Local Government Services
- Representation of the People Act 1983
- Rotherham Borough Council Scheme of Delegation
- The Accounts and Audit (England) Regulations (2011)
- The Equality Act 2010
- The Secretary of State for CLG Code of Recommended Practice for Local Authorities on Data Transparency
- Local Government Transparency Code 2015
- HM Treasury Recovery of Public Sector exit payments

## Appendix A – Policy on Remunerating Chief Officers

### Head of Paid Service and Statutory Officers

Post	Salary Ceiling	Additional Allowances	Bonus	Profit Related Pay	Earn Back	Pension Enhancement
Chief Executive	£194,079	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Executive Director of Children and Young People's Services	£170,982	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Executive Director of Adult Care, Housing and Public Health	£150,745	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Executive Director of Corporate Services (Section 151 Chief Finance Officer)	£139,509	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Director of Public Health	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Legal Services (Monitoring Officer)	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)

## Non-statutory Chief Officers

Post	Salary Ceiling	Additional Allowances	Bonus	Performance Related Pay	Earn Back	Pension Enhancement
Executive Director of Regeneration and Environment	£139,509	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Director of Policy, Strategy and Engagement	£119,656	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Children's Social Care	£111,723	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Human Resources and Organisational Development	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Financial Services	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Customer Information and Digital Services	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Culture, Sport and Tourism	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Planning, Regeneration, and Transport	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)

<b>Post</b>	<b>Salary Ceiling</b>	<b>Additional Allowances</b>	<b>Bonus</b>	<b>Profit Related Pay</b>	<b>Earn Back</b>	<b>Pension Enhancement</b>
Service Director, Community Safety and Streetscene	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Strategic Commissioning	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Joint Service Director, Commissioning Quality and Performance	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Adult Care and Integration	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Housing Services	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Education and Inclusion	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Family Help	£111,723	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)
Service Director, Property and Facilities Services	£102,348	None	The authority does not operate bonus schemes	The authority does not operate performance related pay systems	The authority does not operate earn-back pay systems	It is not Council policy to award additional pension entitlement (regulation 31)

## Appendix B - Policy on other aspects of remuneration of Chief Officers

Aspect of Chief Officer Remuneration	Authority Policy
Recruitment	<p>Posts are advertised and appointed to at the appropriate approved salary for the post unless there is evidence that a successful appointment of a person with the required knowledge, experience, skills, abilities and qualities cannot be made without varying the remuneration package.</p> <p>In such circumstances a variation to the remuneration package is appropriate under the Authority's policy. Any changes will be approved through the Authority's appropriate decision-making process.</p> <p>Salary packages over £100,000 require Council approval.</p>
Pay Increases	<p>The authority applies any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations.</p>
Additions to Pay	<p>The Authority does not make additional payments beyond those specified in the contract of employment.</p>
Performance Related Pay	<p>The Authority does not operate a performance related pay system for Chief Officers as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior managers.</p> <p>Any areas of under-performance would be addressed through capability procedures.</p>
Earn-Back (withholding an element of base pay related to performance)	<p>The authority does not operate an earn-back pay system whereby a proportion of the employee salary is held back and only paid if specific targets are achieved as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior managers.</p> <p>Any areas of under-performance would be addressed through capability procedures.</p>
Bonuses	<p>The authority does not have or intends to introduce any bonus schemes.</p>
Termination Payments	<p>The authority's normal redundancy payment arrangements apply to all staff including Chief Officers and the Chief Executive. The authority also applies the appropriate Pensions regulations in circumstances where employees qualify for release of pensions.</p> <p>Council will also be given the opportunity to vote on any severance package with a cost in excess of £100k. The components of any such package will be clearly set out and will include pay in lieu</p>

	of notice, redundancy payment, pension release costs, settlement payments, holiday pay and any fees or allowances paid.
Transparency	The Authority meets its requirements under the Localism Act, the Local Government Transparency Code 2015 and the Accounts and Audit Regulations in order to ensure it is open and transparent regarding senior officer remuneration.
Re-employment of staff in receipt of a Local Government Pension or a redundancy/severance payment	<p>The Authority is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The Authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post.</p> <p>If a candidate is a former employee in receipt of a Local Government pension, or received a redundancy payment, this will not rule them out from being re-employed by the Authority. Clearly where a former employee left the Authority on redundancy terms then the old post has been deleted and the individual cannot return to that post as it will not exist.</p> <p>The Authority will apply the provisions of the Statutory Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant and appropriate. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service.</p> <p>The Authority will apply the reforms to exit payments in the public sector, which includes the recovery of exit payments, a cap on exit payment value and associated reforms of redundancy payment limits and related pension scheme provisions, as they become law.</p>
Election Fees	<p>The duties of Electoral Registration Officer are undertaken by the Authority's Chief Executive, the remuneration for which is included in their annual salary.</p> <p>The Authority's Chief Executive is also the Returning Officer for elections, referendums and other polls. The Returning Officer may appoint deputies and by convention, has chosen to appoint the Service Director of Legal Services as a Deputy Returning Officer.</p> <p>For national elections, referendums or other polls which may be required by statute, fees are paid in accordance with the amounts specified for each poll by the statutory order issued by the Secretary of State.</p> <p>For local Borough and Parish elections a local scale of fees, which has not increased since 2008, is approved by Council</p>

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**Committee Name and Date of Committee Meeting**

Staffing Committee – 09 February 2026

**Report Title**

Gender Pay Gap Statement 2025

**Is this a Key Decision and has it been included on the Forward Plan?**

No

**Strategic Director Approving Submission of the Report**

Judith Badger, Executive Director, Corporate Services

**Report Author(s)**

Amy Leech, Head of Human Resources (Policy and Operations)

[amy.leech@rotherham.gov.uk](mailto:amy.leech@rotherham.gov.uk)

**Ward(s) Affected**

None

**Report Summary**

This report provides detail of the Gender Pay Gap information as at the 31 March 2025 that the Council is obliged to publish under reporting legislation.

**Recommendations**

Staffing Committee is asked to:

1. Receive the Gender Pay Gap Report at appendix 1.
2. Approve publication of the Gender Pay Gap Report at appendix 1.

**List of Appendices Included**

Appendix 1 Gender Pay Gap Statement 2025

**Background Papers**

The Gender Pay Gap in Local Government (Local Government Association)

Equality Act 2010

Gender Pay Gap: Reporting in the Public Sector (Government Equalities Office)

Gender Pay Gap: Closing it Together (Government Equalities Office)

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**

No

**Council Approval Required**

No

**Exempt from the Press and Public**

No

## Gender Pay Gap Statement 2025

### 1. Background

- 1.1 In 2017, the government introduced the Gender Pay Gap Information Regulations which require employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap in their organisation is between their male and female employees. A positive pay gap indicates that men are paid more than women and a negative pay gap that women are paid more than men.
- 1.2 Like many organisations Rotherham Metropolitan Borough Council utilises job evaluation and a common grading structure to ensure that like work is remunerated consistently regardless of the job holder's gender.
- 1.3 The gender pay gap shows the difference in the average pay between all men and women in a workforce regardless of job role. The smaller the value of the gap, the more equal the pay gap is between genders. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with and individual calculations may help to identify what those issues are.
- 1.4 The Council has up to 12 months following the annual snapshot date of 31 March, to publish this information on the Council and Government website. The deadline to report on details taken at the snapshot date of 31 March 2025 for public sector employers is 30 March 2026.
- 1.5 The Council has chosen to include a narrative with its calculations to explain the reasons for the results and details of actions being taken to reduce or eliminate the gender pay gap.
- 1.6 The Government Equalities Office, in their research report "Gender pay gap: employers' action and understanding", has identified that best practice action plans should focus on the full employee lifecycle.
- 1.7 Key elements are set out below:
  - How the employer approaches recruitment (content and appeal of job adverts, approach to short-listing, potential for unconscious bias during the interviewing process)
  - How the employer approaches induction and introduction to the organisation (how women and men are treated at this point and how this might impact their future aspirations)
  - Working conditions and hours (availability of flexible working, shift arrangements, parental leave policies)
  - Training and development policies and opportunities (relevance to different genders, availability, impact, and outcomes)

- Access to support and mentoring (whether sufficient support was available and how to improve provision)
- The mechanisms for remuneration, personal development, and promotion (how the systems work, and whether they potentially disadvantage women)
- Employee satisfaction and engagement (how this is measured, and any feedback elicited which indicates issues that could be relevant to their GPG)

## 2. Key Issues

2.1 The mean value is based on total pay for the group, divided by the number in the group being measured. The mean gender pay gap for the Council at the end of March 2025 has continued to reduce to 4.42%, down from 5.5% in 2024.

The median measure (the middle numerical value in the male and female salary lists for every member of staff in the Council, ranked highest to lowest) also shows a further reduction in the overall pay gap at 4.81%, down from 8.1% in 2024.

2.2 The Council's pay gap results from the fact that the Council has a greater number of female employees working in traditionally low-paid cleaning and catering roles, where there is an over-representation of female workers. In the upper quartile, where the jobs tend to be professionally qualified or dependent on several years of management or other types of experience, women are under-represented but make up 69% (Up from 60% in 2024) of the top 5% of earners and females represent 4 out of 7 positions of the Strategic Leadership Team.

2.3 The Council's pay gap shows that overall men are still paid more than women, however, the figures compare favourably with the average UK gap 12.8% in April 2025, down from 13.1% (Source: Office for National Statistics) and EU average 13% in 2021 (Source: European Commission website).

### RMBC Gender Pay Gap over time:

Year	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Median Pay Gap</b>	4.81%	8.1%	8.7%	10.2%	11.2%	11.2%	10.6%	9.9%	11.5%	12.3%	18.2%
<b>Mean Pay Gap</b>	4.42%	5.5%	7.3%	8.5%	9.2%	9.1%	13.4%	13.3%	12.5%	13.0%	21.8%

- 2.4 Over the last eleven years the Council's mean gender pay gap has reduced considerably from 21.8% to 4.42% and the median from 18.2% to 4.81%.
- 2.5 There is no legislative requirement to publish information on other protected characteristics, however analysis for Black, Asian, and Minority Ethnic (BAME) employees showed the Council had a negative 5.43% (6.11% in 2024) median pay gap and a negative 0.69% (0.17% in 2024) mean figure demonstrating that BAME employees on average are paid more per hour. This is due to a higher proportion of BAME workers being employed in the 'upper' and 'upper middle' quartiles.

For disabled employees, there is a negative median of 6.85% (7.01% in 2024) and a negative 2.92% (3.10% in 2024) mean figure demonstrating that disabled employees are paid more than non-disabled employees by both measures. This is due to a higher proportion of disabled workers being employed in the 'upper middle' quartile.

- 2.6 Regional benchmarking is available up to 2024, however, it is difficult to make like for like comparison with our neighbouring authorities, as each has outsourced different services, some of which can have a significant impact where they include jobs traditionally undertaken by lower paid women.

<b>Council</b>	<b>Median</b>	<b>Mean</b>
Barnsley	-4.1%	-0.2%
Doncaster	5.54%	7.25%
Rotherham	4.42%	4.81%
Sheffield	0.28%	-1.71%

**3. Options considered and recommended proposal.**

- 3.1 To publish on the Council website as in previous years with a narrative to support and explain the information.
- 3.2 Progressing key activities in the Council's Workforce Plan that will further address the pay gap.
- 3.2 It is recommended that options at 3.1 and 3.2 above are implemented. Not publishing is not considered as an option as this would mean that Council would be in breach of the statutory duty.

**4. Consultation on proposal**

- 4.1 Consultation has taken place with the relevant Cabinet Member.

**5. Timetable and Accountability for Implementing this Decision.**

- 5.1 The deadline for publishing the 2025 gender pay gap is 30 March 2026.

## **6. Financial and Procurement Advice and Implications**

- 6.1 This report provides a retrospective update on the gender pay gap, as such the costs of staff pay have already been factored into the Council's budget position for 2025/26 and the Council's financial outturn position for 2025/26.
- 6.2 There are no identifiable financial implications to note at this point. As the Council continues to close the gap identified, the financial implications of any proposal to do so will be reviewed.
- 6.3 There are no direct procurement implications arising from the details contained in this report.

## **7. Legal Advice and Implications**

- 7.1 The report and recommendation ensure that the Council complies with the statutory requirements to publish their gender pay gap information annually. Failure to report and publish the gender pay gap information means the Council will be in breach of the Equality Act 2010 and therefore open to enforcement action by the Equality and Human Rights Commission.
- 7.2 The EHRC will initially send a warning letter to organisations who fail to report. They will then investigate any breach of the legislation and have the power to serve a statutory 'unlawful act' notice. The Council as a public body can also be subject to a public sector assessment and served with a statutory compliance notice, failure to comply with this notice can result in court proceedings against the Council. The EHRC also publishes the names of organisations who fail to report and are investigated on their website.

## **8. Human Resources Advice and Implications**

- 8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.

## **9. Implications for Children and Young People and Vulnerable Adults**

- 9.1 There are no implications for children and young people or vulnerable adults

## **10. Equalities and Human Rights Advice and Implications**

- 10.1 In making any decision the Committee is required to have due regard to its equalities duties and with respect to the Equality Act 2010, section 149, part 11 of the public sector duty:
- a) Eliminate discrimination, harassment, victimisation and eliminate any other conduct that is prohibited by or under the Act.
  - b) Advance equality of opportunity between persons who share a protected characteristics and persons who do not share it.
  - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The recommendation before the Committee will not have any adverse impact on anyone with one or more protected characteristics, namely age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Monitoring of the gender pay gap enables the Council to identify any issues in relation to fair pay in the organisation and to put in place actions to mitigate.

**11. Implications for CO2 Emissions and Climate Change**

11.1 There is no impact on emissions.

**12. Implications for Partners**

12.1 There are no implications for partners.

**13. Risks and Mitigation**

13.1 There is a risk that the authority would face legal action if it failed to comply with legislative requirements to publish information on the Gender Pay Gap.

**Accountable Officer(s)**

Judith Badger, Executive Director, Corporate Services

Lynsey Linton, Service Director, Human Resources and Organisational Development

Approvals obtained on behalf of:

	<b>Name</b>	<b>Date</b>
Chief Executive	John Edwards	30/01/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	26/01/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	30/01/26
Service Director of Human Resources and Organisational Development (if appropriate)	Lynsey Linton	14/01/26
Head of Human Resources (if appropriate)		<a href="#">Click here to enter a date.</a>
The Executive Director with responsibility for this report	Judith Badger, Executive Director of Corporate Services	26/01/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Corporate Services, Community Safety and Finance - Councillor Alam	15/01/26

*Report Author:* Amy Leech, Head of Human Resources (Policy and Compliance)  
[amy.leech@rotherham.gov.uk](mailto:amy.leech@rotherham.gov.uk)

This report is published on the Council's [website](#).

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**Rotherham Metropolitan Borough Council**

# **Gender Pay Gap Report March 2025**

## Introduction

This is the ninth edition of our published report, based on data from March 2025. Approximately half of the workforce live in the Borough and ensuring equality of opportunity for our workforce and tackling workplace exclusion remain critical for the continued success of the Council and to set an example for all other employers within the Borough.

The Council is committed to creating an inclusive Borough, having recently consulted on the development of the Inclusion Strategy, where no-one is left behind and everyone is welcome and treated fairly and to do this, we will listen to our residents and our workforce and seek to involve all voices. The Inclusion Strategy encompasses high-level actions to deliver this including a range of activity delivered internally with our workforce, ensuring equality of opportunity for all.

The Council has refreshed its Workforce Plan to align with the new Council Plan. Key themes include becoming an employer of choice, reviewing our ways of working, engaging with our workforce, developing our capability, and providing health and wellbeing support. There has also been extensive work done through the Workforce Strategy Board to identify and deliver career pathways for the Council's most critical roles, enabling staff to join the Council in entry level jobs but then to be supported in pursuing their long-term career ambitions within the organisation.

Equality, diversity and inclusion considerations underpin all those activities and good progress is being made in ensuring all staff, including under-represented groups, have a voice across the organisation. This includes the creation of a range of Staff Networks.

Our commitment to developing our workforce continues, including opportunities for apprenticeships and a range of development programmes to grow skills and enhance career progression.

As of March 2025, the proportion of women in senior positions (top 5% of earners) stands at 69% with 4 out of 7 positions of the Council's Strategic Leadership Team being women.

These developments help to demonstrate the Council's continued commitment to undertaking action which will support a positive reduction in the gender pay gap through staff development, career progression and the direct employment of front-line services.

Although there is no requirement to do so, the Council also monitors the pay gap of BAME and disabled employees which shows that BAME and disabled colleagues continue, on average, to be paid more than their non BAME and non-disabled colleagues.

The insights in this report help to inform our delivery of the Inclusion Strategy and Workforce Plan.



**John Edwards, Chief Executive  
Rotherham Metropolitan Borough Council**

## Background

The Council is required by law to carry out Gender Pay Reporting on an annual basis in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

From 2017, any organisation that has more than 250 employees must publish and report specific figures about their gender pay gap. The gender pay gap is defined in the regulations as the difference between the average earnings of men and that of women, calculated relative to men's earnings. These calculations must be made using payroll information correct as on a specific date.

For public sector organisations the specific date, or snapshot date is the 31 March and information on pay gaps must be published by 30 March each year.

Maintained schools are responsible for publishing their data separately from the Council, which means that schools data is not included in this report.

Data must be published and reported on the following differences between male and female employees:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

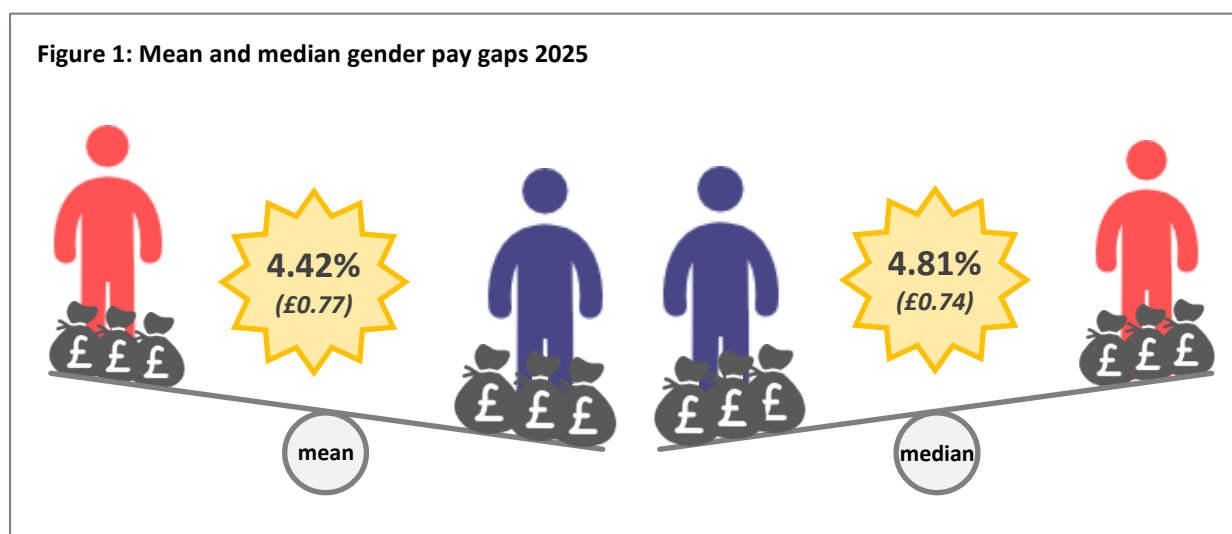
On the snapshot date of 31 March 2025, the Council had 5241 employees, females accounted for approximately three quarters of the workforce predominantly in part-time permanent positions, whilst the male workforce was predominantly full-time workers in permanent positions. Since 2010, the number of males working part-time has gradually increased to just below one in five, compared to almost two out of three females.

Women in the top 5% of earners in the Council stands at 69% and just over half of the Strategic Leadership Team are female.

The Council has a clear understanding of the overall gender composition of its workforce and regularly monitors its workforce in relation to the other protected characteristics e.g., ethnicity, age, as these can also impact on the extent of any pay gaps.

## Data and analysis

### Mean and Median Gender Pay Gap



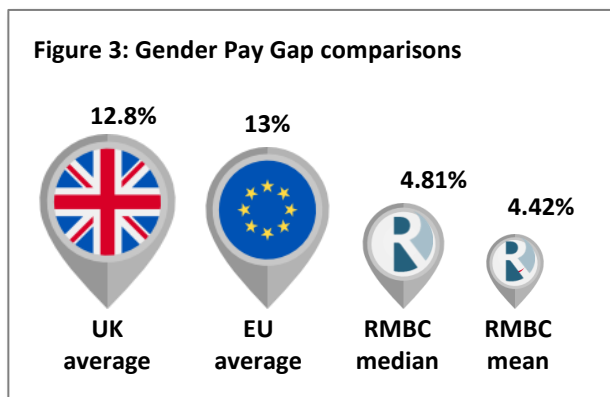
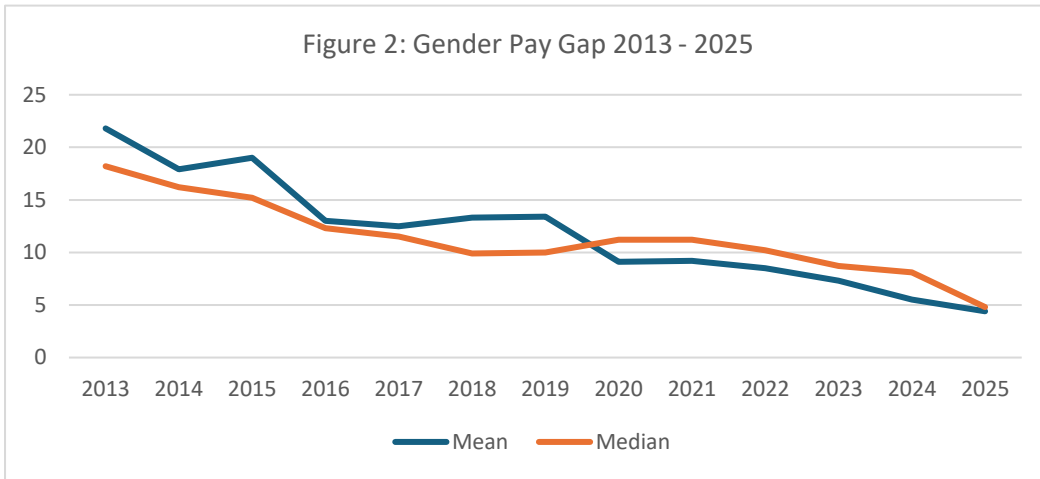
(Figures in brackets reflect hourly rate and colours reflect male (blue) and female (red) comparators)

A positive pay gap indicates that men are paid more than women and a negative pay gap that women are paid more than men.

The mean gender pay gap for the Council at the end of March 2025 reduced from the previous year, from **5.5% to 4.42%**. The median measure (the middle numerical value in the male and female salary lists for every member of staff in the Council, ranked highest to lowest) shows a reduction in the overall pay gap from **8.1% to 4.81%**.

Analysis of the underlying data did not identify any significant change in the gender composition of the workforce compared to the previous year and the change will therefore be down to fluctuations in the number of and demographics of the workforce. It is however noted that the impact of Local Government Pay Award, whereby a fixed payment was agreed for some spinal column points at the lower end of the pay spine, may have contributed to this movement due to the composition of the Council's workforce.

**Over the last eleven years the Council's mean gender pay gap has reduced considerably from 21.8% to 4.42% and the median from 18.2% to 4.81%.**



The Council’s pay gap shows that men were paid more than women, however, the figures compare favourably with the average UK gap 12.8% in April 2025 (Source: Office for National Statistics) and EU average 13% in 2021 (Source: European Commission website).

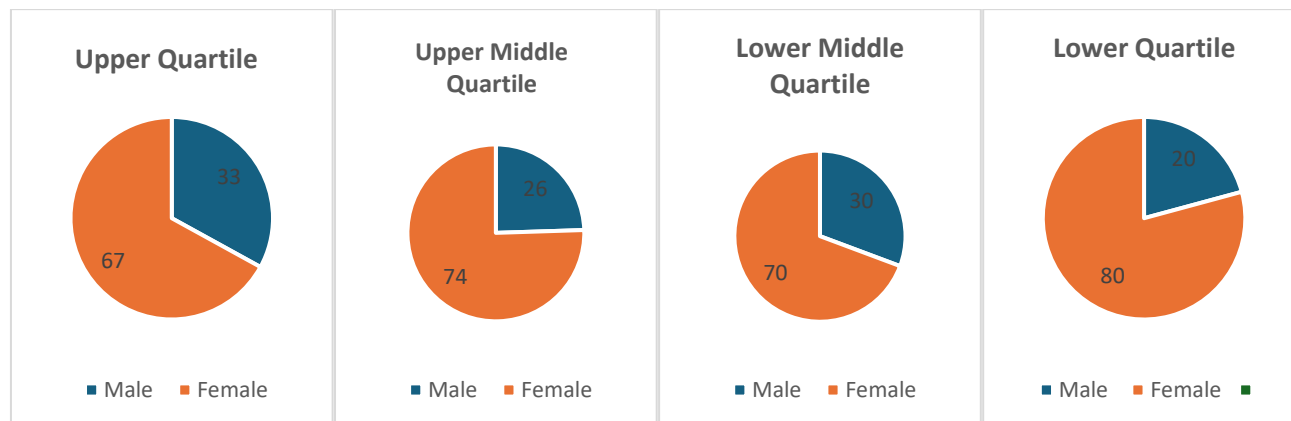
Currently there is no legislative requirement to publish information on other protected characteristics, however analysis for Black, Asian, and Minority Ethnic (BAME) employees showed the Council had a negative 5.43% median pay gap and a negative 0.69% mean figure demonstrating that BAME employees on average are paid more per hour than their counterparts.

For disabled employees, there is a negative median of 6.85% and a negative 2.92% mean figure demonstrating that disabled employees are paid more than non-disabled employees by both measures.

### Mean and Median Bonus Gender Pay Gap

The Council does not operate any bonus schemes.

## Proportion of males and females by pay quartile



The gender distribution in the two middle quartiles is broadly in line with the overall workforce representation. In the lower quartile, where the Council has many female employees working in traditionally low-paid cleaning and catering roles, there is an over-representation of female workers. In the upper quartile, where the jobs tend to be professionally qualified or dependent on several years of management or other types of experience, women are under-represented but make up 69% of the top 5% of earners and 4 of the 7 positions of the Strategic Leadership Team.

When looking at the spread of employees across the pay quartiles, the ideal would be to see 27% of all males and 73% females in each of the four quartiles, mirroring workforce representation. This has almost been achieved for female employees, however, for male employees there is a discrepancy of thirteen percentage points between the upper and lower quartiles.

## How we are working to close the Gender Pay Gap

The Council continues to take positive steps to improve workplace equality, implementing best practice in line with best practice guidance by providing transparency in promotion, pay and reward processes, a range of workforce development opportunities and flexible and hybrid working opportunities designed to enable employees to achieve a work life balance whilst providing support for parents and carers. The Council's offer often goes beyond the minimum statutory requirements, through maternity/adoption leave, paternity leave, maternity support leave and parental leave to help women returning to work to continue their career.

Detailed analysis of the workforce helps identify areas for improvement and informs further action planning for the Year Ahead Plan, the Workforce Plan and Inclusion Strategy.

Key activities include:

- Engaging with the workforce and with our communities to understand and address barriers to recruitment and progress
- Ensuring policies are up to date and follow best practice and do not adversely impact those with protected characteristics
- Ensuring recruitment campaigns and job adverts are gender neutral and look to recruit through a variety of channels and selection processes that are proportionate to the role being recruited to
- Having a workforce that reflects the diversity of Council communities
- Seeking feedback on our policies and practices from the Council's Staff Networks
- Ensuring there is a flexible, fair and transparent reward framework

- Examining and removing barriers to flexible working wherever possible
- Supporting staff with caring responsibilities
- Supporting staff to more effectively balance home and work commitments
- Reviewing our ways of working across the organisation to identify and promote increased flexibility in working practices, dependent on service need
- Developing digital skills to support new ways of working
- Enhancing the Council's Learning and Development offer and approach to supporting development and career progression
- Delivering career pathways, linked to a professional development offer, that enables all to identify and pursue the career they want.

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Public Report with Exempt Appendices  
Staffing Committee

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**Committee Name and Date of Committee Meeting**

Staffing Committee – 09 February 2026

**Report Title**

Proposed Changes to the Council's Pay Structure

**Is this a Key Decision and has it been included on the Forward Plan?**

No

**Executive Director Approving Submission of the Report**

Judith Badger, Executive Director of Corporate Services

**Report Author(s)**

Lynsey Linton, Service Director, Human Resources and Organisational Development

[lynsey.linton@rotherham.gov.uk](mailto:lynsey.linton@rotherham.gov.uk)

Rob Mahon, Service Director, Financial Services.

**Ward(s) Affected**

Borough-Wide

**Report Summary**

This report provides detail of the implications of the deletion of spinal column point 02 (agreed as part of the April 2025 pay award, effective April 2026) and the impact of the Real Living Wage uplift of 6.7%, meaning that the Council will need to reintroduce spinal column point 10 to ensure parity between pay grades. Further, that all employees currently on spinal column points 02 to 09 are recommended to be transferred to the next available point to maintain parity in accordance with equal pay legislation.

It is possible that following the agreement of the Local Government NJC Pay Award 2026/27 that further spinal column points may be required to be reintroduced to the Council's Pay Structure to enable payment of salaries in accordance with the agreement. This paper requests that any further changes to spinal column points within the Council's pay structure, arising from the outcome of the collective bargaining process, may be implemented without further deference to the Council's Staffing Committee.

**Recommendations**

Staffing Committee is asked to:

1. Approve the proposed changes to the Council's pay structure.
2. Approve the recommendation to transfer employees on spinal column points 02 to 09 to the next available point.

3. Delegate to Service Director of Human Resources and Organisational Development the implementation of any further introduction of spinal column points, arising from the outcome of national collective bargaining processes.
4. Recommend to Council the changes to the Council's pay structure.

**List of Appendices Included**

Appendix 1 Financial implications (exempt)

**Background Papers**

Previous Staffing Committee reports.

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**

No

**Council Approval Required**

Yes

**Exempt from the Press and Public**

Yes or No? If yes, use text below.

*An exemption is sought for Appendix 1 under Paragraph 4 (Information relating to any consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders, under the authority.)*

*It is considered that the public interest in maintaining the exemption would outweigh the public interest in disclosing the information because providing the information would place the local authority at a disadvantage in negotiations with the trades unions.*

## **Proposed Changes to the Council's Pay Structure**

### **1. Background**

- 1.1 As part of the Local Government NJC Pay Agreement 2025/26, spinal column point 02 was deleted from the Local Government pay spine and employers are required to implement changes to their pay structures from 1<sup>st</sup> April 2026.
- 1.2 Further, the Council as a Real Living Wage (RLW) accredited employer, agrees to apply the RLW value that is announced in October each year by 1<sup>st</sup> April the following year. This accreditation reflects the Council's commitment to paying its lowest-paid staff a wage based on the actual cost of living, rather than the statutory minimum National Living Wage (NLW).
- 1.3 The Local Government NJC pay award is due to be applied from the same date and therefore this should coincide with any uplifts. Although the trade unions have put forward their pay claim to the Local Government Association for 2026/27, negotiations have yet to commence and therefore this is unlikely to occur.
- 1.4 As has been the case in previous years, to fulfil our commitment as a RLW employer and to maintain differentials within the pay spine, it will be necessary to apply a temporary uplift to some NJC spinal column points ahead of the national pay award. This has previously been undertaken as part of usual business practice, however for 2026/27 the Council will need to make some changes to its pay structure to maintain appropriate differentials.
- 1.5 The deletion of spinal point 02 coupled with the additional complexity of a RLW uplift of 6.7% means that the Council will need to reintroduce SCP 10.
- 1.6 Further, the outcome of the Local Government pay negotiations may require the Council to introduce further spinal column points. Whilst this impact is unknown at present there will be a requirement of the Council to implement the pay award in accordance with collective bargaining processes at the soonest opportunity.
- 1.7 This paper seeks agreement by Staffing Committee for the changes to the Council's pay structure to ensure pay equity and transparency between grades is maintained.
- 1.8 In addition, that any further introduction of the spinal column points from the national pay spine into the Council's pay structure, which are necessary to implement the outcomes arising from the collective bargaining process, may be implemented without further deference to Staffing Committee in accordance with our legal obligations and commitment as a Real Living Wage employer.

### **2. Key Issues**

- 2.1 Despite the planned removal of spinal column point 02, the Council's pay structure continues to face pressure from the rising Real Living Wage

(RLW), currently set at £12.60 per hour (April 2025) with a 6.7% increase agreed to £13.45 (April 2026).

- 2.2 The National Living Wage (NLW) has been announced for April 2026 with a value of £12.71, which is below the current scale point 3 value, meaning that this will not impact on the NJC spine for the April 2026 pay award.
- 2.3 Based on a 2% pay award, as per the MTFs, scale points 03 and 04 would need to be either removed from the RMBC pay spine or the temporary uplift extended to remain compliant with the RLW effective April 2026.
- 2.4 If extending the temporary uplift for any affected spinal column points, consideration would also need to be given to the appropriateness of the gaps to subsequent spinal column points.
- 2.5 As part of previous national pay settlements, the LGA has committed to a review of the national pay spine to ensure it is fit for purpose and offers suitable incentives for advancement.
- 2.6 It is possible that the LGA and Employers will agree a weighted pay award to address the NLW and RLW pressure at the bottom of the pay spine, however this will not be known until after the April application of the RLW.
- 2.7 The approach taken to adjust the Council's banding structure for the removal of scale point 02 will impact how any temporary RLW uplift will be applied to specific grades.
- 2.8 The temporary uplift is set at a level to ensure that reasonable differentiation exists between spinal column points and it will not exceed the MTFs estimated pay award value of 2%, with the difference to be paid to individuals when the pay award is processed.
- 2.9 Across the year the temporary uplift will be cost neutral as it represents the early payment of part of the pay award to ensure RLW compliance ahead of its agreement.

### **3. Options considered and recommended proposal**

- 3.1 It is highly likely that increases in RLW rates will erode scale points on the NJC spine over time, resulting in higher staffing costs.
- 3.2 On the assumption that there is no national agreement for the 2026-27 Local Government NJC Pay Award before April 2026 and RMBC remains an RLW employer, intermediary action will be required to adjust the RMBC pay structure to facilitate the removal of spinal column point 02 and apply a temporary uplift to the RMBC pay spine ahead of any further changes driven by the pay award.
- 3.3 Dependant on the agreed pay award the application date for each phase will alter, a pay award of 4.65% or above would not erode any additional points,

an award between 3.03% and 4.65% would erode scale point 03 and an award below 3.03% would erode scale points 03 and 04.

- 3.4 Spinal column points would be reviewed following any agreement of the 2026/27 Local Government Pay Award. The Council is required to implement the agreed pay award at the soonest opportunity once the Local Government Association issue the 'circular' to Local Authorities.
- 3.5 In order to ensure compliance, it is proposed to delete spinal column point 02 and transfer all employees currently on spinal column points 02 to 09 to the next available point, with scale point 10 introduced to the Council's pay spine.
- 3.6 Further, the RLW uplifts will be applied to points 03 to 07.
- 3.7 Following the agreement of the NJC pay award, action will be required to ensure that all scale points remain at or above the RLW rate.
- 3.8 There is potential for future pay awards and RLW uplifts to drag scale points in and out of compliance with each other year-on-year, such as a higher or bottom weighted NJC pay award or a lower-than-expected RLW increase.
- 3.9 The Council is not proposing to make further permanent changes to its pay structure, until the outcome of the 2026/27 pay negotiations is understood.
- 3.10 The RLW rates applied effective from April 2026 will be retained until the application of the April 2027 RLW rate or agreement of the April 2027 NJC pay award, at which point a review of the long-term strategy could be undertaken; with the permanent scale point changes applied if appropriate.
- 3.11 This approach would support RLW compliance without committing to structural grade changes too early and outside of the national collective bargaining process.
- 3.12 Once the 2026/27 pay award is confirmed, this may require the Council to introduce further points from the national pay scale into its pay structure in order to remain compliant with both the agreement and the Council's commitment to being a RLW employer. As this is required to be implemented at the soonest opportunity it is proposed to implement any required changes without further deference to Staffing Committee.

#### **4. Consultation on proposal**

- 4.1 Consultation has taken place with SLT. The proposals have been discussed with the joint trade unions however the removal of SCP02 is determined as part of national pay negotiations. The trade unions have been consulted on the re-introduction of SCP10.
- 4.2 Financial assumptions have been included as part of the Council's MTFS.

## **5. Timetable and Accountability for Implementing this Decision**

- 5.1 In order to comply with the outcome of collective bargaining and the Council's commitment to the implementation of the RLW all changes will need to be made by 1<sup>st</sup> April 2026.
- 5.2 The Service Director, Human Resources and Organisational Development will be accountable for making the changes to the Council's payroll system.

## **6. Financial and Procurement Advice and Implications**

- 6.1 The Local Government NJC Pay Agreement 2025/26 must be applied in full by the Council, which includes the removal of spinal column point 02 (current Band A).
- 6.2 The financial impact of addressing the removal of spinal column point 02 as outlined in the report above is £738k and has been factored into the budget setting process for 2026/27.
- 6.3 The Real Living Wage has been determined at £13.45 and will be implemented by RMBC on 1<sup>st</sup> April 2026. The pay award for 2026/27 will be agreed later in the year and will be applied to salaries as soon as possible thereafter. In the interim, a temporary uplift will be applied to SCPs 3 to 7 to comply with the Real Living Wage and to ensure differentiation between SCPs. This temporary uplift is effectively an early application of the pay award, which has been budgeted for in 2026/27.
- 6.4 In the event that the pay award does not deliver an hourly rate of £13.45 or above at the bottom of the pay spine, the Council will be required to progress to phase 2 of the options set out in Appendix 1, Table 3, to utilise the next available unused scale point, at a further cost of £933k. Given the high possibility that this movement may be required in 2026/27 the financial impact has been built into the Council's Budget and Council Tax Report 2026/27.
- 6.5 There are no direct procurement implications arising from this report.

## **7. Legal Advice and Implications**

- 7.1 Failing to make the changes could lead to a Breach of collective bargaining obligations (implied contract term and statutory framework) if the Council does not implement national pay awards accurately or promptly. Delegating authority to implement future spinal column adjustments without further reference to committee requires:
- A clear legal basis in the Council's scheme of delegation; and
  - Assurance that the Staffing Committee is not improperly delegating a non-delegable function.
- 7.2 The report also proposes:
- Transferring all employees on SCP 02–09 to the next available point.
  - Introducing SCP 10 to maintain parity and avoid pay compression.

- 7.3 Failure to maintain proper differentials could trigger an Equal Pay challenge, particularly if:
- Lower-graded staff receive temporary uplifts that disturb established pay relationships.
  - Inconsistent treatment occurs during the “temporary uplift” phase.
- 7.4 In mitigation the Council should ensure the rationale for each adjustment is:
- Objective
  - Transparent
  - Documented in case of external scrutiny or internal grievance.
- 7.5 Finally, RLW accreditation is not statutory, but contractually and reputationally binding. Failure to implement RLW rates by 1 April 2026 could expose the Council to:
- Breach of accreditation standards and potential loss of accreditation.
  - Employee grievances or claims relating to unlawful deduction of wages.

## **8. Human Resources Advice and Implications**

- 8.1 Changes will need to be made to the Council's payroll system to ensure compliance with collective bargaining and commitment to pay the real living wage.
- 8.2 All changes will be required to be made to the HR system from 1<sup>st</sup> April.
- 8.3 The proposals highlighted in this document accord with the principles of equal pay and support the Council's ambition as an employer of choice through its commitment to paying the real living wage.

## **9. Implications for Children and Young People and Vulnerable Adults**

- 9.1 There are no implications for Children and Young People or vulnerable adults arising from this report.

## **10. Equalities and Human Rights Advice and Implications**

- 10.1 The proposals arising from this report ensure that pay parity is maintained across the Council's pay systems.
- 10.2 There are no other Equality and Human Rights implications arising from this report.

## **11. Implications for CO<sub>2</sub> Emissions and Climate Change**

- 11.1 There are no implications arising from this report.

**12. Implications for Partners**

12.1 There are no implications arising from this report.

**13. Risks and Mitigation**

13.1 Should the Council fail to implement the outcomes of this report it would be in breach of collective bargaining arrangements and its commitment to pay the Real Living Wage.

13.2 The recommendations of this report prevent this risk.

**Accountable Officer(s)**

Lynsey Linton, Service Director, Human Resources and Organisational Development.

Rob Mahon, Service Director, Financial Services.

Approvals obtained on behalf of:

	<b>Name</b>	<b>Date</b>
Chief Executive	John Edwards	30/01/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	30/01/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	30/01/26
Service Director of Human Resources (if appropriate)	Lynsey Linton	23/01/26
Head of Human Resources (if appropriate)		Click here to enter a date.
The Executive Director with responsibility for this report	Judith Badger, Executive Director of Corporate Services	29/01/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Finance and Community Safety - Councillor Alam	15/01/26

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