

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 17th 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 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 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:

	Name	Date
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

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