

**Committee Name and Date of Committee Meeting**

Council – 04 March 2026

**Report Title**

Recommendation from Staffing Committee – 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  
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**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**

Council is asked to approve the Pay Policy Statement for 2026/27 (Appendix 1) as recommended by Staffing Committee on 9<sup>th</sup> February 2026.

**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**

No

## **Recommendation from Staffing Committee – 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. These must be in line with the Pay Policy Statement. The Staffing Committee is also tasked with the preparing and recommending the annual Pay Policy Statement for approval by the 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 approved by Council.

- 2.2 It is anticipated that the Local Government pay award 2026/27 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 2025, the Pay Policy Statement also reflects the new job titles of Chief Officers.
- 2.4 The Pay Policy Statement 2026/27 was received by the Staffing Committee on 9<sup>th</sup> February 2026, alongside the request to recommend to Council.

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

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

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

- 4.1 The Policy is produced in line with the legislation and negotiation and consultation on pay is done through the Local Government Pay Award process.

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

- 5.1 There is a requirement to publish the Pay Policy Statement 2026/27 by 31<sup>st</sup> March 2026.
- 5.2 The Service Director, Human Resources and Organisational Development is the accountable officer for publishing the Pay Policy Statement.

### **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	23/02/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	19/02/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	19/02/26
Service Director of Human Resources and Organisational Development (if appropriate)	Lynsey Linton	12/02/26
The Executive Director with responsibility for this report	Judith Badger, Executive Director of Corporate Services	19/02/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Finance and Community Safety - Councillor Alam	15/01/26

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