Rotherham Metropolitan Borough Council

Public Report
Staffing Committee

Committee Name and Date of Committee Meeting
Staffing Committee – 30 November 2026

Report Title
Pay Policy Statement 2027/28

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)
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Ward(s) Affected
None

Report Summary
This report provides detail of the Pay Policy Statement for 2027-28 that the Council is required to publish under Chapter 8 of the Localism Act 2011.

Recommendations

That Staffing Committee:

1. Receive the Pay Policy Statement for 2027-28 (Appendix 1); and

2. Recommend to Council the approval of the statement.

List of Appendices Included

Appendix 1 Pay Policy Statement 2027-28

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

Pay Policy Statement 2027/28

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 renumeration of its Chief Officers.

1.2 The Council must then comply with the Pay Policy Statement for the financial year in making any determination.

1.3 The Statement must state:

- Policies relating to renumeration of Chief Officers (the definition for the Council includes Service Directors, Directors, Executive Directors and the Chief Executive)
- Renumeration of its lowest paid employees
- Relationship between renumeration of Chief Officers and employees who are not Chief Officers
- Renumeration of Chief Officers on appointment
- Increases and additions to renumeration 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 renumeration of Chief Officers

1.4 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.

1.5 The Council's Scheme of Delegation has empowered the Staffing Committee to determine conditions of service, employment policies and procedures and renumeration 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.

1.6 Staffing Committee is asked to review the Pay Policy Statement for 2027-28 (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 2027-2028 for Chief Officers (JNC) is unlikely to be agreed by 31st March 2027.

2.3 Further to the Staffing Committee meeting which took place on the 6th July 2026 the Pay Policy Statement reflects the new Service Director role in Regeneration and Environment and 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 18th January 2027.

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 2027-28. 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 2027-28.

6.2 The salary scales are based on the current financial year and will need to be adjusted once the 2027-28 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

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_2 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
Lynsey Linton, Service Director, Human Resources and Organisational Development

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	19/11/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	09/11/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	09/11/26
Service Director of Human Resources (if appropriate)	Lynsey Linton	22/10/26
Head of Human Resources (if appropriate)	Amy Leech	21/10/26
The Executive Director with responsibility for this report	Judith Badger, Executive Director of Corporate Services	28/10/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Finance and Community Safety - Councillor Alam	03/11/26

Report Author: Amy Leech, Head of HR (Policy and Operations)

This report is published on the Council's website.