



Report To:	Council
Date:	5 March 2025
Subject:	Pay Policy Statement for 2025/2026
Purpose:	To seek approval of the Pay Policy Statement for 2025/2026
Key Decision:	N/A
Portfolio Holder:	Councillor Craig Leyland, Leader of the Council
Report Of:	Rob Barlow, Chief Executive
Report Author:	Aileen Whatmore, Head of HR & OD - PSPS
Ward(s) Affected:	n/a
Exempt Report:	No

Summary

Under section 38 of the Localism Act 2011, a Pay Policy Statement is required to be produced annually and must be approved by Council. This has been a requirement since 2012/13.

The Pay Policy Statement, once approved, must be published on the Council's website by 31 March 2025. This report presents the Pay Policy Statement for 2025/2026.

Recommendations

That the Pay Policy Statement 2025/2026, at Appendix 1, be approved.

Reasons for Recommendations

To comply with the Localism Act 2011 requirements.

Other Options Considered

None – this is a legal requirement.

1. Background

- 1.1 Under Section 38 of the Localism Act 2011, a Pay Policy Statement is required to be produced annually by the Council. This has been a requirement since 2012/13.
- 1.2 The Pay Policy Statement includes the information that is identified within the Localism Act 2011 as being required.
- 1.3 A Pay Policy Statement for a financial year must set out the Authority's policies for the financial year relating to
 - 1.3.1 The remuneration of Chief Officers
 - 1.3.2 The remuneration of the lowest paid employees
 - 1.3.3 The relationship between the Chief Officers remuneration and that of the other officers.
- 1.4 A Pay Policy Statement for a financial year may also set the Authority's policies for the financial year relating to the other Terms and Conditions applying to the authority's Chief Officers.

2. Report

- 2.1 The Pay Policy Statement at Appendix 1 is for the financial year 2025/2026.
- 2.2 The Pay Policy Statement must be approved by Council at least annually and the Council may update the policy during the period the policy covers.
- 2.3 The 2025/2026 Pay Policy Statement, once approved, will be published on the Council's website.
- 2.4 The Pay Policy Statement includes details of the South & East Lincolnshire Councils Partnership and includes the remuneration information for the Chief Executive and Chief Officers shared across the Partnership, including those who are not directly employed by this Council.
- 2.5 The Pay Policy Statements accurately reflect the pay policy framework of the Councils. This has been done across the Partnership so there is shared benefit and a direction of travel which supports the further alignment of Terms and Conditions.
- 2.6 The Interim Finance Director was appointed by South Holland District Council and shared under 113 with East Lindsey District Council, as this appointment was through contract for services arrangement not an employed basis this is not covered by the Pay Policy Statement. However, a reference to this appointment has been made in the Pay Policy Statement, as normally East Lindsey District Council would set out which post fulfils their statutory functions. The appointment as S.151 takes place at the same full council meeting.
- 2.7 The Deputy Chief Executive pay bands have been updated to reflect both Deputy Chief Executive posts and Director posts sit in this pay band. A few posts have been redesignated Director following departures of former Deputy Chief Executives.

2.8 Work has commenced on the Shared Officer pay and Job Evaluation scheme; the changes reflect the updated position.

2.9 The Statement makes reference to the potential to explore options around incentivised arrangements to 'lock-in' or induce retention of key posts or skills which benefit the Authority, with the onset of Local Government Re-organisation. Any development of such a scheme will follow the proper governance route for 'sign off'.

3. Conclusion

3.1. To ensure compliance with the Localism Act 2011 the Council must approve and publish its Pay Policy Statements by 31 March 2025. The Statement at Appendix 1 meet the requirements of the Localism Act 2011.

Implications

South and East Lincolnshire Councils Partnership

Chief Officer salaries across the Partnership have been included in the Pay Policy Statement, including those who are not directly employed by the Council.

Corporate Priorities

The pay decisions are made with the intention of supporting the Council's corporate priority of providing the right services at the right time in the right way by ensuring the recruitment of high calibre individuals to help deliver the corporate vision.

Staffing

This report is a statement of facts with regards to matters relating to Pay.

Workforce Capacity Implications

None

Constitutional and Legal Implications

It is a legal requirement to ensure that the Council has a pay Policy Statement and that it is approved by 31 March each year.

Data Protection

All remuneration information is published in accordance with the Local Government Transparency Code 2015 and the Localism Act 2011.

Financial

None

Risk Management

It is a legal requirement to ensure that the Council has a Pay Policy Statement and that it is published by 31 March each year.

Stakeholder / Consultation / Timescales

No consultation undertaken.

Reputation

None

Contracts

None

Crime and Disorder

None

Equality and Diversity / Human Rights / Safeguarding

The pay decisions made are fair, equitable and transparent.

Health and Wellbeing

None

Climate Change and Environmental Implications

None

Acronyms

None

Appendices

Appendix 1 Pay Policy Statement 2025/2026

Background Papers

None

Chronological History of this Report

None

Report Approval

Report author: Aileen Whatmore, Head of HR & OD (PSPS),
aileen.whatmore@pspsl.co.uk

Signed off by: Rob Barlow, Chief Executive, robert.barlow@e-lindsey.gov.uk

Approved for publication: Councillor Craig Leyland, Leader of the Council