

21 January 2026

Part 1 - Public

Recommendation to Council



www.tmbc.gov.uk

Cabinet Member	Not Applicable
Responsible Officer	Adrian Stanfield, Director of Central Services and Deputy Chief Executive
Report Author	Mathew Brooks, Head of Human Resources & Development

Localism Act – Pay Policy

1 Summary and Purpose of Report

1.1 This report summarises the requirements of the Localism Act and presents an updated Pay Policy Statement for 2026/27.

2 Corporate Strategy Priority Area

2.1 Efficient services for all our residents, maintaining an effective council.

2.2 Having a robust Pay Policy Statement assists the Council in achieving its priority of “Efficient services for all our residents, maintaining an effective council”.

3 Recommendations

3.1 It is recommended that this committee commands the pay policy in Annex 1 to this report for adoption at the Council meeting on 24 February 2026.

4 Introduction and Background

4.1 Section 38(1) of the Localism Act 2011 requires English and Welsh local authorities to review their pay policy statement for each financial year. This report summarises the requirements of the Act and presents an updated Pay Policy Statement for 2026/27.

5 Contents of the updated Pay Policy Statement

5.1 Members will note that there have not been many significant changes in the Council’s remuneration policy. The substantive content of the updated Pay Policy Statement in Annex 1 is nearly identical to the Council’s Pay Policy Statement for

2025/26. The main updates are related to the actual pay received by staff, the pay multiple data and the number of officers in specific graded posts.

- 5.2 There is also a new paragraph which has been added to confirm that the Council operates a long service award scheme. This scheme is not new; it has been in place for several years but has not previously been reflected in the Council's Pay Policy Statement.
- 5.3 The term "chief officer" encompasses both statutory and non-statutory chief officers, as well as their deputies. Accordingly, within the Pay Policy Statement set out in Annex 1, the information regarding chief officer remuneration reflects the Council's Establishment as at 1 April 2025. At that time, this included the post of Director of Finance and Transformation, which was subsequently removed from the Establishment on 1 September 2025.
- 5.4 The Act's definition of remuneration includes pay, charges, fees, allowances, benefits in kind, enhancement of pension entitlements and termination payments. All of these elements have been covered in the pay policy statement attached in Annex 1.
- 5.5 In order to provide a holistic and transparent context for the remuneration of chief officers and their deputies, the pay policy in Annex 1 provides an overview of the pay elements for all Council employees.

6 Financial and Value for Money Considerations

- 6.1 There are no additional financial resource implications as a result of the Pay Policy Statement as it is setting out what is already in place.
- 6.2 The aim of Section 38 of the Localism Act is to ensure there is openness and transparency with regard to the allocation of public money to employee remuneration.

7 Risk Assessment

- 7.1 The Council is legally obliged to comply with the Localism Act's requirement to have reviewed the Pay Policy Statement by 31 March 2026.

8 Legal Implications

- 8.1 The policy set out in Annex 1 contains all of the elements of a statutory pay policy as stipulated in section 38 (1) of the Localism Act 2011.
- 8.2 The attached pay policy is also compliant with Regulation 7 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England & Wales) Regulations 2006 and the Local Government Pension Scheme (Administration) Regulations 2008 & 2014.

8.3 The definition of the terms “chief officer” and “deputy chief officer” is in accordance with section 2 of the Local Government and Housing Act 1989.

9 Consultation and Communications

9.1 No formal consultation with staff or trade unions have been undertaken in the production of the new Pay Policy Statement due to the lack of any substantial changes.

10 Implementation

10.1 The updated Pay Policy Statement will take effect on 1 April 2026.

11 Cross Cutting Issues

11.1 Climate Change and Biodiversity

11.1.1 A moderate source of emissions is likely to be maintained at current levels or increased.

11.1.2 Climate change advice has not been sought in the preparation of the options and recommendations in this report.

11.2 Equalities and Diversity

11.2.1 Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to (i) eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010, (ii) advance equality of opportunity between people from different groups, and (iii) foster good relations between people from different groups. The decisions recommended through this paper directly impact on end users. The impact has been analysed and varies between groups of people. The results of this analysis are set out immediately below.

11.2.2 The Equality Act 2010 places requirements upon all public sector bodies to ensure that its policies and procedures are promoting equality. The measures summarised within the Pay Policy Statement support this requirement.

11.3 Other If Relevant

- Human Resources

11.3.1 The Pay Policy Statement applies to all members of the Council’s workforce.

Background Papers	None
Annexes	Annex 1 – Pay Policy Statement 2026/27