

REPORT OF THE EMPLOYMENT COMMITTEE

A. PAY POLICY STATEMENT 2025/26

Introduction

1. The purpose of this report is to seek approval for the Council's Pay Policy Statement for 2025/26, appended to this report.

Background

2. On 15 November 2011, the Localism Act received Royal Assent. Under Section 38 of the Act, local authorities in England and Wales are required to produce a Pay Policy Statement for each financial year which must be approved by the Full County Council.
3. This statement must set out the Council's policies in relation to:
 - (i) The remuneration of its chief officers;
 - (ii) The remuneration of its lowest-paid employees; and
 - (iii) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to publish the Pay Policy Statement for 2025/26 on or before 1st April 2025.

Key Points

7. The proposed Pay Policy Statement attached sets out:
 - (i) The Council's approach to job evaluation and grading of posts;
 - (ii) Additional payments that employees are eligible to receive, such as night enhancement, overtime;
 - (iii) The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce, excluding schools but including ESPO) which is 1:6.92;
 - (iv) That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;
 - (v) The Council's approach to the re-engagement of former employees.
8. The most recently revised pay structure took effect from 1 April 2023, which ensured that the provisions set out by the National Joint Council (NJC) pay award for 2023/24 were met. Since the meeting of Employment Committee, settlements have been agreed for staff on NJC

terms and conditions (grades to 17 inclusive) and also the Chief Executive's pay body. The final 2024/25 pay structure is appended to the pay policy statement.

9. The settlement for all staff on NJC conditions is as follows:
 - (i) With effect from 1 April 2024, an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.
 - (ii) With effect from 1 April 2024, an increase of 2.50 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (in accordance with Green Book Part 2 Para 5.41).
 - (iii) With effect from 1 April 2024 an increase of 2.50 per cent on all allowances (as listed in the 2023 NJC pay agreement circular dated 1 November 2023).
8. The settlement achieves a bottom rate of pay of £12.26 on the NJC pay spine with effect from 1 April 2024 (which equates to a pay increase of 5.77 per cent for employees on pay point 2) and means everyone on the NJC pay spine will receive a minimum 2.50 per cent pay increase.
10. The Joint National Council for Chief Executives has also agreed a settlement of 2.5% on basic salary.

Resource Implications

11. It is estimated that this will increase the pay bill by around 3.9%, which is within the forecasted budget for 2024/25.

Equality Implications

12. An Equal Pat Audit was presented to the Employment Committee in May 2024.

Human Rights Implications

13. There are no human rights implications arising from the recommendations in this report.

Consideration by the Employment Committee

14. The Employment Committee at its meeting on 26 September considered the Pay Policy Statement for 2025/26. The decision of the Employment Committee is reflected in the motion below.

(Motion to be moved: -

That the County Council's Pay Policy Statement 2025/26, as set out in the Appendix to the report of the Employment Committee, be approved.)

26 September 2024

**Mr. L. Breckon
Chairman of the
Employment
Committee**

Background Papers

Report to the Employment Committee on 26 September 2024 – Pay Policy Statement

[Agenda for Employment Committee on Thursday, 26 September 2024, 10.00 am - Leicestershire County Council](#)

Appendix

Pay Policy Statement

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