

**PAY POLICY STATEMENT 2026/27**

Relevant Portfolio Holder	Councillor May
Portfolio Holder Consulted	
Relevant Assistant Director	Hannah Corredor, Assistant Director of Transformation and Corporate Services
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Wards Affected	All
Ward Councillor(s) consulted	N/A
Relevant Council Priority	Sustainability
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

**1. RECOMMENDATIONS**

**The Committee is asked to RECOMMEND to Council that**

- 1) the Pay Policy 2026/27 be approved.**

**2. BACKGROUND**

2.1 The Localism Act 2011 requires English local authorities to produce a Pay Policy Statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31<sup>st</sup> March each year for the subsequent financial year.

The proposed Pay Policy Statement 2026/27 for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- The remuneration of its chief officers,
- The remuneration of its lowest-paid employees, and
- The relationship between-
  - The remuneration of its chief officers, and
  - The remuneration of its employees who are not chief officers.

# **Cabinet**

**7th January 2026**

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The provisions within the Localism Act 2011 bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

## **3. OPERATIONAL ISSUES**

3.1 The Pay Policy Statement is in place to ensure that employees receive the appropriate remuneration during the financial year.

## **4. FINANCIAL IMPLICATIONS**

4.1 All financial implications will be addressed as part of the budget setting process and posts are fully budgeted for.

## **5. LEGAL IMPLICATIONS**

5.1 The Localism Act 2011 requires English local authorities to produce a Pay Policy Statement. The Act requires the statement to be approved by Full Council and to be adopted by 31<sup>st</sup> March each year for the subsequent financial year.

## **6. OTHER - IMPLICATIONS**

### **6.1 Local Government Reorganisation**

There are no specific implications for local government reorganisation.

### **6.2 Climate Change Implications**

There are no specific climate change implications.

### **6.3 Equalities and Diversity Implications**

There are no implications in relation to this report.

## **7. RISK MANAGEMENT**

7.1 There is a risk that if Members do not approve the Pay Policy Statement, then the Council will not be compliant with legal requirements.

## **8. APPENDICES and BACKGROUND PAPERS**

8.1 Appendix A – Pay Policy 2026/27